

TUC urges swift action on Bullock call for worker-directors

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worker-directors in the board rooms of the 738 private-sector companies employing 2,000 workers or more. But with strong opposition from employers and the Cabinet divided, there is little likelihood of legislation this session.

Divided Cabinet has intention of bringing into legislation

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Minority report signatories: Sir Jack Callard, Mr N. P. Biggs and Mr Barrie Heath.

CBI rejects idea of imposing directors on board by law

By Paul Roudledge
Labour Editor

The TUC is to press the Government to bring in early legislation implementing the majority report of the Bullock committee on industrial democracy, which, according to the unions, ushers in a new industrial revolution.

When the report recommending worker-directors in the board rooms of the 738 private-sector companies employing 2,000 workers or more, was published yesterday, Mr Len Murray, general secretary of the TUC, said: "We hope legislation will be drafted and tabled this session. Whether the parliamentary timetable would allow it to get through is debatable, but we are certainly looking for legislation on the statute book in 12 months' time."

But strong opposition from employers, management organizations, and some trade unions hostile to the proposals lies ahead, and the Government is likely to see the minority report's rejection of the TUC's proposals as a convenient and cogent reason to postpone legislation.

The Confederation of British Industry said last night that it would seek an early meeting with the Prime Minister to clarify the Bullock proposals. However, it would not take part in consultations with ministers based on the proposal that companies should be forced by law to appoint directors nominated by trade unions or employees.

The 120,000-word report (text, page 4) is divided between the majority view sympathetic to the TUC, signed by seven members of the inquiry committee including Lord Bullock, the chairman, and a minority view signed by three employers' representatives. The minority report rejects the approach of the union representatives and the

industrial relations academics on the committee. The majority argue that boards of management in the biggest companies should be thrown open to elected trade unionists, "putting the relationship between capital and labour on a new basis".

The formula devised is a management board consisting of an equal number of directors elected by shareholders and employees, with the balance held by a smaller third force of directors co-opted by mutual agreement between the two main interest groups.

Almost as controversial as the principle of workers on the board is the process by which the majority report suggests that they should be chosen. "Only trade unionists need apply" is the guiding maxim.

Some of the independent union representatives would be chosen by the company's labour force chooses to initiate the formal process of change as laid down in the report a secret ballot of all employees would be held to determine whether the employees supported the plan.

Candidates for the board would be chosen through a joint representation committee of unions. They would usually have to be employees of the company and in practice they would usually be shop stewards.

They would be paid the rate for their shop-floor job with any extra for being on the board, but would be recommended for expenses and would have secretarial help. Shareholder representatives would continue to be the senior executives of the company, as at present.

Court finds Mr Slater has no case to answer

By Stewart Tiedler

Mr James Slater yesterday won his fight against an extradition application by the Singapore Government to try him on six charges involving a private investment company. At the end of a 13-day hearing Mr Kenneth Barraclough, the Chief Metropolitan Magistrate, said he had found no case to answer.

But Mr Barraclough, sitting at Horseferry Road Magistrates' Court, Westminster, said Richard Talling, a former Slater, Walter executive, did face a case on 15 of the 17 charges against him. Four of the charges are similar to those brought against Mr Slater.

Mr Barraclough said the charges against Mr Slater included four involving a criminal breach of trust and two that as a director he furnished false and misleading statements to shareholders of Haw Par Brothers International Ltd.

Yet there was no evidence that he was a director, although the prosecution said he acted as such. Mr Barraclough said there was no evidence that he held himself out as a director. It was said by the prosecution that he aided and abetted others, but he was not charged with that but only as a principal.

Mr Barraclough continued: "The evidence in my view falls short of that which would have to be established for a prima-facie case of conspiracy to defraud and cheat."

Then Mr Talling, aged 42, of Wimbledon, stood as the 15 charges against him were read out. Asked if he wanted to say anything, the former chairman of Haw Par said: "I deny all the charges."

The court was adjourned and yesterday afternoon Mr Talling was released on bail of £45,000 by Lord Widgery, Lord Chief Justice, and Mr Justice Forbes without opposition from the Singapore Government.

Mr Talling is applying to the High Court for a writ of habeas corpus against extradition. If that fails he may go to the Law Lords on a point of law. The process is likely to take some time.

After Mr Barraclough had announced his decision yesterday the question of costs was raised by Mr John Mathew, for Mr Slater. There were estimates yesterday that the whole process so far has cost more than £120,000, involving as it has the services of two QCs and five counsel for the two

Continued on page 5, col 6

Changes in number of MPs may ease way to devolution guillotine

By David Leigh
Political Staff

The Government is considering a big concession on the devolution Bill in the hope of easing the passage of a guillotine motion without which it cannot hope to pass. The aim would be to cut the number of Scottish and Welsh MPs at Westminster and at the same time increase the number of Irish ones.

Such a proposal would not be introduced as an amendment to the Scotland and Wales Bill. The announcement of a Speakers' conference to consider changes at Westminster would be more likely.

But on the Bill's second main admitted illogicality, the lack of taxation powers for Scotland and Wales, there is little point, as ministers see it, in talking about concessions.

They would like to give Edinburgh and Cardiff tax powers, dropped from their original plans for a rate-surcharge power only because no one liked them, and would be delighted if anyone could think of an acceptable new method that does not involve standing the devolution scheme on its head.

The obvious alternative taxation schemes are a local sales tax and a local income tax. The first is outlawed by EEC and the second would be administratively expensive. Furthermore, any tax power presented as a concession would attract Liberal support for a guillotine, but only at the expense of further irritating Labour opponents of devolution. Their votes are more important.

A new scheme for tax powers is more likely to emerge when the assemblies are working. They will have a political interest in devising a scheme and claiming for it.

At present Scotland has 71 seats and Wales 36 at Westminster. Their populations justify only 57 and 31 seats respectively. Northern Ireland has 12, being deliberately under-represented because it used to have a devolved government. It is on population, entitled to 17. Ministers are confident that a rationalization would not damage Labour's representation

too badly. The commonest argument used against equalization has been that Labour would lose seats. On the other hand, if the Government does not get the devolution Bill through somehow, it can look forward to being slaughtered in Scotland at the next election by the nationalists.

The Liberals, who have already had talks with the Government on the subject, have a shopping list of concessions they want before supporting a guillotine. But their main demand, proportional representation, now seems to have relatively little parliamentary support. Taxation powers, short of some completely different quasi-federal approach, seem impossible to invent.

Cutting the number of Scottish and Welsh MPs, on the other hand, is acceptable to Liberals, who see it as a step towards federalism, and to opponents of devolution, who see it as removing extra privileges unfairly held.

But, while ministers try to assess support for a guillotine and wonder how long they can delay the decision, they still have to decide on how precisely to conduct the referendum; an earlier concession made to get the Bill its second reading.

Ministers do not particularly want a two-question referendum, which would ask about independence as well as devolution. They would prefer to see the nationalists forced to campaign on the Government's side. In any event, once the Union is on the agenda, the spectre comes up of nationalist demands for a "border poll" every few years.

On the other hand, they are impressed by the argument put forward by some influential Scottish backbenchers that an independence question will, once and for all, demonstrate that Scottish separatists are a minority. That might get the planned assembly off to a good start.

The other controversial issue is who will be allowed to vote in the referendum. It now seems unlikely that expatriate Scots and Welsh in England will be able to vote, unless they are registered as electors. But some special arrangements may have to be made for Servicemen.

Continued on page 23, col 3

Sugar profits muddle costs taxpayer £120m

By Maurice Corina
Industrial Editor

Sir Douglas Henley, Parliament's watchdog over Whitehall spending, has uncovered a disturbing story arising from government handling of the sugar price crisis of 1975 when housewives hoarded supplies and the Government stepped in with subsidies and profit controls.

In a report being sent to the Commons' Committee of Public Accounts he sheds new light on the Government's controversial decision not to intervene in Tate & Lyle's successful but contested takeover of rivals Manbré & Garton, a merger which gave the group half the nation's sugar market.

Inquiries and audits conducted by Sir Douglas Henley, the Auditor General, show that at the time of the merger last autumn evidence had been uncovered of excess profit-making at the public's expense by Tate & Lyle, duplicate bookkeeping, Whitehall mistakes in helping the refiners with both subsidies and strategic stockpiling, and misleading price information.

The Government has always drawn a veil over its reasons for not authorizing a Monopolies Commission investigation into the Tate and Manbré takeover struggle. The Opposition has demanded explanations and the retail trade remains unhappy.

It is known that Mrs Williams, then Secretary of State for Prices and Consumer Protection, was overruled by cabinet colleagues when she sought a commission inquiry into the deal.

Continued on page 23, col 3

Revenue is to lose 10 officials by 1980

By the Cabinet's Central Policy Review Staff

The expected manpower cuts are relative, not absolute. They represent a reduction in the growth of the Civil Service planned before the succession of economy measures taken by the Cabinet last year.

The latest estimate of Civil Service manpower is 746,107, if the Government had taken no steps to rein back expansion the total would have risen to almost 800,000 by 1978-79.

Even with the cuts numbers will probably rise beyond 750,000 by April, reaching a peak between 750,000 and 760,000 in 1977. They should then begin to decline, sinking once more below 750,000 in 1978-79, unless there is a change in Cabinet policy.

The savings will arise from both manpower shedding and administrative economies. Provided departments keep within the cash limits imposed, any combination of cuts will be acceptable to the Treasury and the Civil Service Department.

Several services will suffer as a result. There will be less social security visiting, for example, and less checking of contributions. Work on the abolition of the graduated pension scheme and the construction of a new superannuation scheme for the National Health Service will be slowed.

Claimants will sign on for unemployment benefit fortnightly instead of weekly.

Labour NEC to investigate Trotskyist moves

The Labour Party's National Executive Committee decided by 16 votes to 11 to set up a subcommittee to consider whether further action should be taken on new evidence about Trotskyist activities within the party produced by Mr Reg Underhill, the national agent. The committee's discussion was marked by a sharp difference of opinion between Mr Callaghan and Mr Wedgwood Benn, Secretary of State for Energy. The Prime Minister said he had five Trotskyists in his own constituency party.

The TUC opposes early poll, Tories told

The TUC does not want an early election or a Conservative government, it told Mrs Thatcher and her Shadow Cabinet last week. That emerged from yesterday's TUC general committee meeting, when left-wingers criticized union leaders for taking part in talks with the Tories. They said it gave Conservatives a propaganda victory.

Japan crisis warning

Japan's ruling Liberal Democratic Party, tarnished by the Lockheed scandal and faction-fighting, must rebuild from scratch or lose power, plunging the country into political instability. Mr Fukuda, the Prime Minister, told party leaders they were meeting to discuss the party's unprecedented election losses last December.

Ship four years late

Because of labour and other difficulties HMS Cardiff, one of several destroyers of a new type ordered by the Government, is expected to be delivered nearly four years later than planned at about double the original contract price.

New British move on Rhodesia soon

Mr Ivor Richard said in Johannesburg yesterday that, in the "not too distant future", Britain would announce moves to reopen the Rhodesia talks.

London, an angry Mr Joshua Nkomo blamed Britain generally, and Mr Richard in particular, for the breakdown of the Rhodesia negotiations.

Fists of defiance

Fists clenched in the Marxist salute were held defiantly aloft as a crowd of perhaps 100,000 mourners turned out in Madrid for the funerals of five left-wing lawyers killed in a machine-gun attack by right-wing terrorists on Monday night. The Cabinet met faced with continuing violence and strikes.

M Chirac rebuked

The entry of M Chirac into the mayoral election in Paris has reduced the capital's politics to disorder, President Giscard d'Estaing said in a rebuke aimed at his former Prime Minister.

US pledge to Berlin

Mr Walter Mondale, the American Vice-President, reassured Berliners that the Carter Administration was committed to the security and freedom of the city. Mr Mondale, who visited the Berlin Wall in the British sector, is flying to Heathrow today for talks with the Government.

Indecision on atom power attacked

Britain's failure to decide on a nuclear power station programme is attacked in a report by a select committee of the Commons. The MPs say it is a sad reflection on the decision-making machinery and on the expert advice given to the Government.

Leader, page 19

Letters, page 20

Books, page 16

Arts, page 10

Obituary, page 21

Stock markets: M.L.R. hopes continued to spur equities and gilts and the FT Index closed 3.9 up at 381.6

Financial Editor: Shareholders under siege: Lombe to the rescue of Dunford & Elliott: Standard Trust doesn't like British Rail's pension funds

Business feature: Lord Plowden argues that the proposals in the majority report of the Bullock committee are unworkable and damaging to industry

Business Diary: Why they scalp Tories in Barclays

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Healthcare
costs 2 million
more passes

health workers
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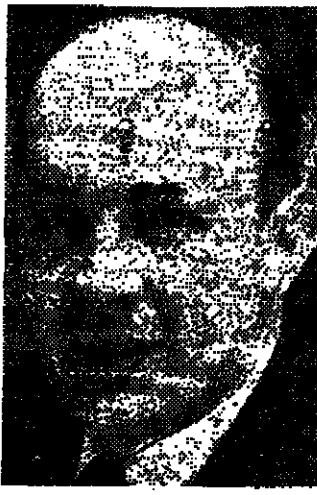
HOME NEWS

Ps attack indecision over nuclear power station policy

Mr Wright, Editor of the *Electricity*, has attacked the Government's indecision over nuclear power station policy. He said the Government's failure to decide on a clear power programme had been a major factor in the Committee on Science and Technology's report. The MPs said the Government's indecision was a major factor in the Committee's report. The MPs said the Government's indecision was a major factor in the Committee's report. The MPs said the Government's indecision was a major factor in the Committee's report.

Man in the news: The Tories' spokesman on Scotland Mr Taylor faces formidable task

From Ronald Fausi, Edinburgh. If "shadow" suggests silence, the word ill befits Mr Edward Taylor, the Tories' spokesman on Scotland. In the short time since his appointment he has proved a noisy shadow, and he promises that the opposition has hardly begun. Mr Taylor moved from being opposition spokesman on trade to spokesman on Scotland. He had also been an under-secretary at the Scottish Office, from which he resigned in 1971 in disagreement with the Government's EEC policy. The U-turn on devolution directed by Mrs Thatcher has left him a formidable job. In spite of Mr Taylor's Scottish descent and the findings of the Douglas-Home committee, Conservative enthusiasm for devolution has become as unconvincing as Labour's expectation that the Scottish nationalists will fade once a Scottish assembly has been set up. Both Labour and the Conservatives, although devotedly united in their support for the integrity of the United Kingdom, have been unable to make concessions to the nationalist upsurge. But when it comes to writing down policies that yield significantly, yet retain all the fundamental controls in Whitehall, it has been easy for the nationalists to brand such proposals as either weak or expedient. Happily for the Tories, they would rely less on their Scottish seats to form a government than Labour would to retain power. The first crucial indicator Mr Taylor will argue that a tough strategy against nationalism was not costing the party votes. Before the devolution clash opinion polls put the Conservatives marginally ahead in Scotland, and if the district election in May shows the Tories maintaining their share of the vote Mr Taylor will argue that a tough strategy against nationalism was not costing the party votes.



Mr Taylor: Hammer of the nationalists.

Warning to industry on computer crime

From John Chartres, Preston. The dangers of "computer crime" are being discussed by nearly a hundred senior management representatives at a crime prevention conference at Preston. The two-day course is organized jointly by the Home Office and the Lancashire and Merseyside police forces. The risk of executives of large and wealthy companies being kidnapped is also being discussed. Senior police officers said there was very poor security at many computer centres that provide joint services for various organizations, some of which store commercially owned computers to store vast amounts of confidential information. The possibility of criminals using computer procedures and jargon to obtain secret information or even to "feed in" figures that could result in financial profit had to be carefully assessed. Most of the discussions and lectures are being held in private, but in an open introductory session yesterday Mr Stanley Parr, Chief Constable of Lancashire, said the danger of kidnapping as a prevalent crime moving across the sea from Europe into Britain could not be overlooked. A lecture on the kidnapping of executives and the precautions that could be taken was delivered by Mr V. Carratu, chairman of an international firm of consultants.

No new alternatives to jail, Mr Rees says

By Peter Evans, Home Affairs Correspondent. Mr Rees, Home Secretary, yesterday rejected the time being any new alternative to sending people to overcrowded prisons if it would cost more money. "No one could conceivably quarrel with the wish to prevent people being sent to prison if suitable alternatives can be devised," he told the Overseas Women's Club. "Keeping people out of prison will, of course, in the long run save money. But it is not until we start closing prisons that the savings start to arise and in the meantime fresh initiatives in the way of alternative ideas need extra funds." "For the time being, however, there is really no alternative but for us to sit tight and see things through." At a meeting of the Joint Parliamentary Penal Affairs Group on "the prison crisis" Mr Nicholas Hinton, director of the National Association of Prisoners, called for legislation to restrict courts' powers to pass prison sentences. "Legislation should be introduced that would require every court, when passing a prison sentence, to state that in its opinion it is essential for the protection of the public that the offender goes to prison," he said. Mr Hinton said some offences should be removed from the statute book, for example those under the Vagrancy Acts. "In addition, the power of imprisonment should be removed for default in the payment of maintenance or fines, and soliciting. The Home Secretary should also continue to encourage the use of shorter prison sentences in appropriate cases." Mr Hinton's other proposals for reducing the prison population include an "extended parole system involving automatic release on licence for most prisoners, and an early release scheme for short-term prisoners who are not eligible for parole." Mr Martin Wright, director of the Howard League for Penal Reform, told the group that prisons in England are facing a crisis over overcrowding and the reaction of prisoners against disciplinary procedures that they see as unfair. "If courts knew more about what prisons are really like they would stop sending people there for so many petty offences. Inflation of sentences for minor offences is as unproductive as money inflation; checking it is one reform that will save public expenditure." Mr Wright said order must be maintained in prisons for the sake of both staff and inmates. "Control is not helped by the erosion of prisoners' legal and human rights; if anything, the discipline is undermined and there is a risk that trouble will erupt, as it did at Hull last September." Mr Wright emphasized that prison staff must be protected against malicious complaints, but hindering genuine ones is not the way. New procedures similar to tribunals should be devised to resolve disputes before they become serious, and staff training should be extended.

Provision of services for alcoholics criticized

Healy, Correspondent. The government has admitted it does not know how many alcoholics there are in the country. It said six years ago that sand hostel places were for them. The Minister of State, said in written reply to a question that experimental centres were set up partly to assess the need for such services. But there is no reliable estimate of the number of alcoholics in the country. Mr Kilroy-Glik, Labour MP, who tabled a question on the issue, said that the replies to his questions on the issue of health and local services to the urgent need for an integrated range of services. But how can they service when they have of how many people it is? The Minister of State said yesterday that needs could not be accurately assessed until experience of detoxification centres had been gained.

Footballer fined for plea manager

Greenwood, manager of West Ham Football Club, asked Magistrates' Court, yesterday not to send him, his chief striker, for motor offences. Mr Robinson was needed for his first division relegation. Greenwood, aged 22, was fined £200 for driving for three days while unfit through drugs; fined £100 and to be disqualified for driving for three years for driving without insurance; and £200 and banned for taking a car without the disqualifications current.

Wardens strike

There were no traffic wardens on the streets of Glasgow yesterday because of a one-day strike by the wardens. The wardens have been banned and plan to strike on Wednesday.

Community health workers experiment planned

Mr Bailey, Director of community health services, said the Health Service and social workers are to experiment with a new type of health service. The project is being run by a steering group including Mr Alastair Mackie, Director-General of the Health Education Council; Dr John Fry; and Mr Stanley Windass, chairman of the Alternative Society. Mr Windass emphasized that the community workers would not resemble China's "barefoot doctors" because they would not treat anyone, though they might help to facilitate experiments in that direction. Selection would start shortly from people probably with some health background but whose skills in community development would be much more important. He said, "Faced with a problem both of escalating costs and decreasing effectiveness, the NHS is overloaded, and a great deal of time is taken up with treatment for diseases which could have been avoided, or with treatment that could have been carried out at much less cost. "In this situation, what is required is a shift of the prime responsibility away from the professional and towards the layman."



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CATERELECTRIC

Industry not ready for drastic changes, minority members say

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Figure 6

Abstract

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BULLOCK REPORT



Lord Bullock, Master of St Catherine's College, Oxford (left) and the other members of his committee who signed the majority report, Mr Clive Jenkins, general secretary of the Transport and General Workers' Union, Professor K. W. Wedderburn, Cassel Professor of commercial law at the London School of Economics, Mr David Lea, Secretary of the economic department of the Treasury, Mr N. S. Wilson, a solicitor, and Professor George Bain, director of the industrial relations research unit, Warwick University. Mr John Methven (right) resigned from the committee last July on becoming director-general of the CBI.

Minority report signatories say proposals might do untold damage to British industry

Lord Bullock, Master of St Catherine's College, Oxford, who signed the minority report, said yesterday that the proposals for industrial democracy would do untold damage to British industry if they were implemented. He said the proposals were "a radical extension of industrial democracy" and that they would "do untold damage to British industry".

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The mixed economy 'was a basic assumption'

Lord Bullock cancelled a press conference because he was unwell. He said in a statement that the controversy over the report had aroused even before publication demonstrated its importance. He said the report was "a radical extension of industrial democracy" and that they would "do untold damage to British industry".

Unions are divided but Mr Murray sees landmark for democracy

By Our Labour Staff
Trade unions gave the Bullock proposals a mixed reception yesterday. Some believe they go too far and others that they do not go far enough. Two big unions declared their opposition to the whole concept of board room power-sharing. The strongest condemnation came from Mr David Basnett, a senior TUC figure, and general secretary of the General and Municipal Workers' Union, third biggest of the unions. He said the report was inadequate and not radical enough. It was in danger of appearing irrelevant to the needs of the union movement. The report and its shortcomings must be an important subject for debate by the TUC in September.

Mr Leif Miles, general secretary of the National Union of Bank Employees, rejected the minority report's fears about confidentiality and the reputation of the City abroad. He said he would be seeking early talks with the banks. "We agree with having employee directors in banks, and agree that the trade union machinery should be used for the election of people to the boards. The proposals are a basis for discussion."

Mr Hugh Scanlon, president of the Amalgamated Union of Engineering Workers, whose 140,000 members are nearly all employed in private industry, has said his union disagrees with both the TUC and the Government about workers' representatives in the board room. The union believes there should be an expansion of industrial relations and collective bargaining in the private sector. Mr Len Murray, general secretary of the TUC, said the report would be "a landmark in the development of our democratic institutions". He said the general council had agreed that a booklet summarizing the report should be issued to facilitate discussion in the union movement. He hoped the carefully framed recommendations of the committee would receive equally careful consideration from the Confederation of British Industry.

Reaction by industry

Lord Bullock's proposals were unacceptable to the industry, Lord If Widdingham, chairman of the Engineering Industries Council, said. He said the proposals were "a radical extension of industrial democracy" and that they would "do untold damage to British industry".

Total condemnation from industry but no clash with Government yet

By Business News Staff
The majority report of the Bullock committee received across-the-board condemnation from industry. But while total opposition was expressed on all sides it became clear that the threat of confrontation between employers and the Government before next week's National Conference on Industrial Democracy was averted. The Confederation of British Industry, in a brief statement, dismissed the majority report as more concerned with union control of industry than participation by employees. "The report is the predictable result of biased terms of reference which effectively prejudice the issue and to which the CBI strongly objected at the time."

The Engineering Employers' Federation said the Bullock committee's terms of reference were biased and many of its members prejudiced. That meant that it could be neither representative of industry's view nor responsible in its approach. It was "a potentially disastrous document, which can serve only to undermine confidence, inhibit investment, impede industrial recovery, obstruct progress towards true employee-participation, drive talent overseas and increase bureaucracy."

Speaking for the British Institute of Management, Mr Roy Close, its director-general, said managers were completely opposed to the imposition by law of employee-directors. "The Bullock committee proposals are aimed solely at changing the structure and composition of boards and at concentrating the selection of employee-directors in the hands of the unions. Its conditions are predetermined by its biased terms of reference and effectively disfranchise the majority of professional people in industry who are not members of trade unions."

Bankers worried about the effects on traditionally secret aspects of business

By Our Financial Staff
The Bullock report met with widespread criticism in the City yesterday. Few thought that employee representation on company boards would do anything to help in solving the endemic difficulties of the British economy or improve industrial efficiency. The banking community was particularly concerned about the effect of employee-directors on the traditionally secret aspects of its business. While the Bullock proposals would most directly affect the clearing banks and the big insurance companies, many felt that Bullock's influence would spread throughout the City because of the pivotal role of those institutions. Others were concerned that when legislation was drawn up by smaller institutions such as building societies and merchant banks would be drawn into Bullock's net. Perhaps the harshest condemnation came from the Stock Exchange, which argued that "company law should be concerned with the relationship between a company and its creditors and shareholders; it should not be concerned with relationships between different groups of employees". The Stock Exchange also attacked Bullock's terms of reference, arguing that "it is a fundamental mistake for trade union machinery to be suggested as the means of extending employee-participation."

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Closed-shop victim Bill is introduced

By Hugh Noyes
Parliamentary Correspondent
Westminster
The Commons voted 164 to 133 yesterday to allow Mr Eldon Griffiths, Tory MP for Bury St Edmunds, to introduce his Dismissal of Employees (Redress of Grievances) Bill. It would give protection to people in companies maintaining a closed shop who lose their jobs after being unfairly refused membership of a union. He met strong opposition from the Labour benches. Mr Griffiths said that the aim of the Bill was to redress grievances for a small number of people, whether they were injured by employers or by trade unions. He mentioned the case of one of his constituents, Mr Anthony Buxton, who was married with three children and who had been dismissed from his job under the terms of a closed-shop contract agreed between his employer and the Transport and General Workers' Union. Mr Buxton had applied to join the union but his application was rejected. The shop stewards refused to give him a personal hearing. The regional office had confirmed the decision of the local shop stewards after an appeal by Mr Buxton. Mr Griffiths said no reason was given. Mr Buxton was deprived of his livelihood.

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HOME NEWS

More power likely for BBC's English regions

By Kenneth Gosling
Sir Huw Wheldon, who retired a little more than 12 months ago as managing director of BBC television, to be succeeded by Mr Ian Trethowan, recently named as the next director-general, has completed his year's review of the BBC regions and handed in his report to the governors. What may emerge from his deliberations is a decision to devolve more power to the English regions, through the network centres at Birmingham, Bristol and Manchester, although BBC sources emphasise that some months are likely to elapse before final decisions

are reached, after a number of consultations. Sir Huw's task as special adviser to the governors was to report on BBC policy in the regions. That he has done, as well as expressing his views, whether those policies are working well and, if not, why not. Scotland, Northern Ireland and Wales have achieved much autonomy, having their own controllers. It will now be debated whether the English network centres, which have not, should be given increased authority, although not necessarily at control level. Any changes will not be com-

pletely dependent on the Annan committee's report; the BBC feels that things do not have to come to a stop pending the report's publication in a few weeks' time. Nevertheless Annan is imminent and it is certain to have a bearing on decisions. In evidence to the Annan Committee, the BBC said it aimed at including in its network services more programmes produced by BBC centres from outside London. Significantly, it added that it was "seeking ways of devolving further to the national and English regions responsibility for matters which concern regional broadcasting only".

Radio frequencies: A widening of the area of consultation on radio frequencies in preparation for the 1979 world administrative radio conference in Geneva was announced by the Home Secretary in the Commons today. In a written reply, Mr Rees said that although a substantial consultation with users and manufacturers of radio equipment had taken place a wider programme was desirable before Britain's proposals for the conference were formulated. Inevitably the claims of different services would conflict, he said. Economic and social priorities would have to be decided; large-scale investment plans would be affected.

Question raised on Slater case costs

Continued from page 1
defendants and the prosecution. Mr Slater's costs are thought to be about £40,000. Mr Barraclough said he could not agree that the Singapore Government had acted wrongly but he suggested that it was time the Fugitive Offenders Act was amended in respect of the question of costs. He said: "It always seems a little strange to me that a defendant can get costs either out of the taxpayers' resources or by showing bad faith or lack of good faith."

A MAJOR ONE-DAY CONFERENCE to debate The Bullock Report on Industrial Democracy will be held at THE LONDON HILTON HOTEL Monday 7th February 1977 09.15-16.30 hrs

Speakers include:
Norman Biggs
Sir Jack Callard
Clive Jenkins
Prof. K. W. Wedderburn
All are members of the Bullock Committee of Inquiry (whose report is published today)
Bookings are available at £35 + VAT = £37.50 (BIM members)
£45 + VAT = £48.00 (non-members)
Telephone 01-405 3456
Conference Department
British Institute of Management
Management House, Parker Street,
London WC2B 5PT

No secrets in Hosenball article, hearing is told

By a Staff Reporter
A British freelance journalist has told the Home Office advisory committee hearing representations by American journalists against deportation that he wrote most of an article which may be part of the case against one of them. The evidence was given last week by Mr Duncan Campbell when he appeared on behalf of Mr Mark Hosenball, who faces deportation for reasons of national security.

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HOME NEWS

Foreign Office minister rules out 'gunboat diplomacy' over any Soviet violation of fishing limits

By Our Parliamentary Staff

Dr Owen, Minister of State at the Foreign and Commonwealth Office, yesterday ruled out "gunboat diplomacy" in dealing with Soviet vessels that infringe the EEC's new fishing restrictions.

He told the Commons Select Committee on Trade and Industry that the best solution was to be firm but flexible. It was not in Britain's interests to pick a confrontation.

The committee questioned Dr Owen on instructions to captains of fishery protection vessels. Mr Robin Maxwell-Hyslop, Conservative MP for Tiverton, repeatedly asked if an offence being committed, there was any country in respect of which the captain would need the consent of the Foreign Office before making an arrest.

There was a "graded response", Dr Owen explained. In each case there would have to be a collective decision of Government. He admitted that with such a graded response there would be a time delay before an arrest could be carried out.

Pressed further, he declined to make public the details of instructions to captains. "There is some advantage in not having one's response totally known to the world", he said.

"In the case of the Soviet Union, we are dealing with one of the most powerful maritime nations in the world."

We were dealing with someone with whom Britain's political relations had not always been easy. Fishing was an emotional issue; and we were still

waiting for the Soviet Union to reply to the European Community's decision.

"I do not believe that you achieve things by gunboat diplomacy", Dr Owen said.

Mr Neville Trotter, Conservative MP for Tynemouth, retorted that that had proved successful for the Icelanders.

"There is a marked difference between the international ramifications of a disagreement between Iceland and ourselves and a situation of the Community or Britain being in open confrontation with the Soviet Union", Dr Owen said.

"It is not in the interests of this country to pick a confrontation. It clearly is in the interests of this country to see that what has been legally and legitimately asked of the Soviet Union is carried out, and that it is what we intend to do."

The law would be applied impartially, whatever country was involved.

Dr Owen agreed that the quota system had been a messy business. It would not be until the licensing system had been decided in February that the limits could be effectively enforced. Then, if there was continued flouting of the licensing arrangements he thought there would be arrests.

Under the licensing system the Soviet Union and other third countries would be asked to give the Community a list of named boats and certain specific details. Only certain vessels would be able to fish in British waters in the remaining part of the three months.

On the issue of conservation, Dr Owen said that at the Com-

cil of Ministers meeting on February 8 Britain would insist on conservation measures being taken. If the Community did not take them they would have to be taken on a unilateral basis.

Conservation measures could not wait, Dr Owen said. There was extreme urgency about that.

In later evidence to the committee, Mr Patrick Duffy, Under-Secretary for the Navy, conceded that the Royal Navy could provide the capability for cutting warps. He told Mr Hamish Watt, SNP MP for Banffshire, that the Navy had the knowledge, know-how and the equipment for cutting warps. If it wished, the Navy could deploy that equipment.

Hugh Clayton wrote: Herring buyers gave a warning yesterday that their industry faces collapse in the coming year. Landings are at a third of the level of a year ago, so the British market is vulnerable to imports from western Europe and North America.

The Scottish herring processing industry claim to be wiped out this year with the loss of 10,000 jobs, the Herring Buyers' Association said. The association, which represents some of the largest food companies in Britain, is to meet fishermen's representatives tomorrow to discuss a united appeal to the Government.

Mr Alan Bolt, chairman of the association, said: "Collapse is inevitable without clearer guidelines on United Kingdom policy within the EEC so that the industry can plan its future. We have to ask the Government to help us to re-establish the industry on a viable basis."

Reclamation policy for park land may end

By John Young

Planning Reporter

The Government hinted yesterday that it is reconsidering its policy of encouraging farmers to reclaim open land within national parks.

In a letter to Lord Henley, chairman of the Council for the Protection of Rural England, Mr Howell, Minister of State at the Department of the Environment, observed that the key purposes of a national park were to preserve and enhance landscape and to promote its enjoyment by the public.

"Significant alterations, especially irreversible alterations, in the landscape of any national park are of deep concern to the nation and merit national as well as local discussion", he said. Ministers would want to consider carefully the policy implications emerging from the debate.

That debate has been smouldering for several months; it arose out of concern over the rapid loss of open moorland on Exmoor, one of the 10 "special" or "vulnerable" areas of Britain's 10 national parks.

While the Department of the Environment has repeatedly stated that it wants to see public access and amenity preserved, the Ministry of Agriculture has continued to subsidize the fencing and ploughing of moorland to provide additional grazing.

Mr Howell's letter was disclosed at a press conference at which Lord Henley declared the CPRE's outright opposition to proposals to reclaim 775 acres of Exmoor. The areas affected, Exmoor Common, North Devon Common, and Stowey Allotment, form part of the "critical" moorland, which is estimated to have declined to fewer than 40,000 acres.

Calling for an end to the conflict between the two government departments, Lord Henley urged the Ministry of Agriculture to withhold grants for the reclamation of these newly threatened areas. The Countryside Commission should advise the Government that the national interest requires the conservation of the moorland and access to it, he added.

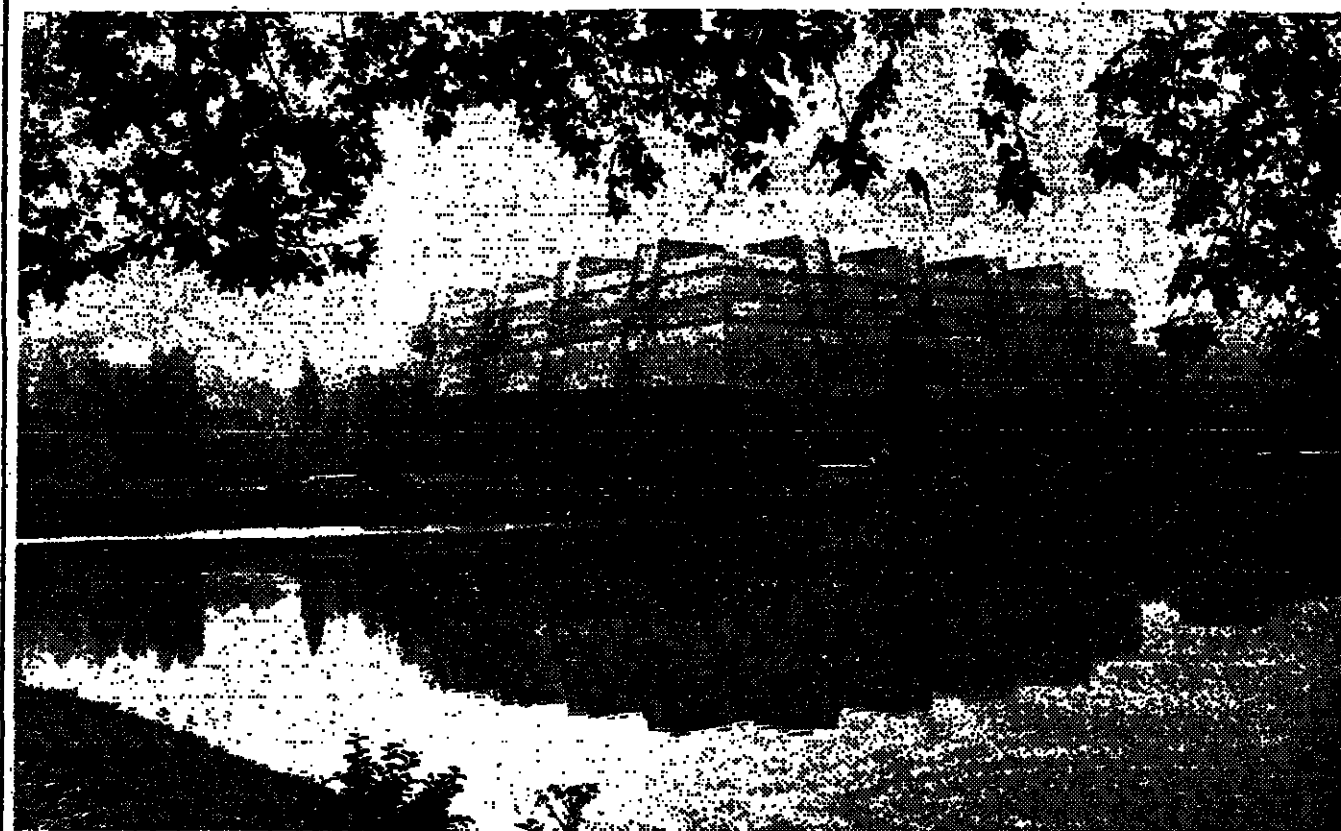
The Somerset and Devon county branches of the National Farmers' Union immediately issued a statement rejecting the CPRE's views. Preservation and amenity societies had needlessly exaggerated the extent of moorland "improvement", it said, and the Ministry of Agriculture should give more facts to demonstrate the "gross overstatement".

At Yenworthy, North Devon and Stowey Allotment farmers were under great economic pressure and must increase their livestock to survive. If they were to be prevented from using their only resource for increasing production realistic compensation would have to be paid.

Mr Malcolm MacEwan, a member of the Exmoor National Park committee, expressed sympathy for one of the farmers affected and suggested that if the committee had a firm policy on conservation he would never have paid such a high price for the land.

Since the Ministry of Agriculture was not prepared to compensate farmers for not ploughing their land compensation would have to come from the committee.

WEST EUROPE



The new Palais de l'Europe in Strasbourg, headquarters of the Council of Europe, which will be opened tomorrow by President Giscard d'Estaing, of France.

President rebuts Chirac challenge in Paris as politics of 'disorder'

From Charles Hargrove

Paris, Jan 26

Despite his recent declaration of intention of keeping out of the present electoral battles, President Giscard d'Estaing could not allow the challenge to his authority thrown down by his former Prime Minister, M. Jacques Chirac, to go unanswered.

M. Chirac's contention that by standing as a candidate in the contest for Mayor of Paris he is acting in accordance with the "pluralism of the majority" recommended by the head of state last week, received a point blank answer at today's Cabinet meeting.

"The conditions in which the municipal elections have got under way in Paris are those of not pluralism, but of disorder," the President insisted. "It is high time that this futile disorder cease, and that Parisians prepare to choose their councillors and their mayor in peace."

He went on: "Agitation and provocation will not turn France into a modern state, but will push her into decline, as

the same faults and the same disorders have done in the past 100 years. Paris needs a mayor who studies and handles its problems. It is the task of an administrator who will absorb all the problems of a city like Paris, which has always played a key role in domestic and international affairs."

What M. Chirac deliberately ignores is that the President also emphasized that he did not want personal rivalries in Paris carried to the point where they could run the risk of giving victory to the left.

The former Prime Minister is more than disingenuous when he expresses surprise over all the upsurge has caused and overlooks the fact that his candidature must inevitably be regarded as a challenge to the President.

M. Pierre Christian Taittinger, the State Secretary for Foreign Affairs, mentioned as a suitable compromise candidate because he is acceptable to both Gaullists and Giscardians, suggested yesterday he was still available, "if by some miracle, there were some possibility of agreement between Chirac and d'Ornano."

shortly be proved right on that point.

The other reason was his desire to safeguard the administration of Paris, which was not a city like any other, but had always played a key role in domestic and international affairs.

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Clenched fist farewell to murdered lawyers

From Our Own Correspondent

Madrid, Jan 26

Riot police looked on sullenly here today as a crowd of mourners gathered for the funeral of five lawyers gunned down on Monday by right-wing terrorists.

When the coffins were carried out of Madrid's main house, the Palace of Justice, the clenched fists went up the helmeted police did not

Except for a brief riotous applause when the coffin was put on a truck for the journey to the cemetery there was a silence. Down the street the funeral cortege moved, thousands of people marching many clutching carnations aloft in clenched fists.

Only the scream of sirens and the clatter of helicopters marred the tribute. Hundreds of flowers had been sent by individuals and political organizations all over the country. There was even one ribbon stamped in letters: "From a man the civilized right."

In the southern part of Madrid tonight there were reports of gangs of young men overturning cars but it paled, even at Goya, that these are the acts of right-wing provocateurs. In another part of the city, a car was set on fire with its cabiner, and violence at its effects on a move towards democracy. Strikes and partial strikes place across the country.

Wall panels stolen

Pompeii, Jan 26.—I priceless wall panels, once stolen from the city of Pompeii, police said

Ban on bait proposed to safeguard young trout

From Arthur Osman

Birmingham

A proposal to safeguard young trout and salmon in the Severn's upper reaches may develop into a clash between fly-fishermen and the coarse-fishing element from urban angling associations in the Midlands and North, it was stated yesterday. It was seen as a stage in the battle between maggot and fly.

The Montgomeryshire Angling Association, a trout-riparian owners have asked the Severn-Trent Water Authority for a by-law banning bait for six months every year in certain tributaries.

Montgomeryshire complains that many young trout and salmon are being killed by anglers. They say that it is detrimental in the long term to the fisheries which provide good natural breeding conditions for game fish.

They want a ban from September 30 to April 1, the trout-fishing season in the Severn catchment. Only fly, artificial lures or spinners would be allowed.

All sides have been invited to an open meeting at Welshpool on February 26. Mr Michael Parry, the authority's assistant director of scientific services, said: "If juvenile fish are especially likely to be killed by a particular method there is a case for a ban. So far the evidence is slender."

Ship four years late and cost is doubled

By Peter Hill

Industrial Correspondent

HMS Cardiff, one of a new class of warship, will be delivered nearly four years later than planned and will cost the taxpayer at least double the original contract price.

The ship was ordered from the Barrow-in-Furness shipbuilding group in June, 1971, with delivery scheduled for May, 1975. Because of difficulties and delays, the vessel, which is being completed at another shipyard, is not expected to be delivered until October next year. By the time of delivery the original contract price of about £15m will have doubled, and the Ministry of Defence has also made an extra payment of £2m to Vickers.

The story of the Cardiff, one of several type 42 destroyers ordered, was disclosed yesterday in the latest report of Sir Douglas Henley, the Comptroller and Auditor General. He noted that Vickers had been awarded the contract even though it had not made the lowest tender.

In 1973, Vickers, having assured the ministry earlier that it would be able to recruit the necessary labour force, admitted that it was in fact losing skilled workers and that its entire shipbuilding programme was slipping.

In 1975 it was disclosed that only 87 workers were engaged on the ship in spite of a ministry assessment that 650 workers would be required. In March, 1975, Vickers

stopped work on the ship because of its labour difficulties. The ship was then two-fifths complete. Vickers said that it had lost skilled workers to better-paid jobs in Europe and to the oil-rig industry.

In August, 1975, Swan Hunter, of Tyneside, made a firm offer to complete the ship, and she was transferred under a subcontract arrangement.

Vickers, said, however, that the transfer would cause it a big loss and unless financial and time "gaps" in the contract could be closed, the company would have to abandon the subcontract plan and resume work on the ship as before. That, it said, might cost £2m more than completion by Swan Hunter.

Sir Douglas said the Ministry of Defence made a fresh agreement with Vickers in December, 1975, to reimburse that company's actual costs without profit. It included an extra payment of up to £2m with a revised delivery date.

Vickers said last night that reports had suggested that the company had been given a payment for the non-delivery of the ship, implying profit to the company for failure to deliver a product against the terms of the contract.

"This is entirely wrong", the statement said. "Vickers will not receive from the Ministry of Defence one penny more than the sum to which the company is entitled under the terms of the contract for the Cardiff." Appropriation Accounts, vol 1, classes I-III, 1975-76 (Stationary Office, £5.40).

At Yenworthy, North Devon and Stowey Allotment farmers were under great economic pressure and must increase their livestock to survive. If they were to be prevented from using their only resource for increasing production realistic compensation would have to be paid.

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Since the Ministry of Agriculture was not prepared to compensate farmers for not ploughing their land compensation would have to come from the committee.

Silver Jubilee



The February issue of *The Illustrated London News* contains special features commemorating the 25th anniversary of the Queen's accession to the throne, including articles by Philip Howard and Margaret Laing, and many colour pictures.

The Illustrated LONDON NEWS February issue On sale now 50p

Nationalization by order 'a dangerous proposal'

By Martin Buckley

The Government's threat that future nationalization Bills might omit any mention of specific companies was a most dangerous proposal, it was said at the House of Lords yesterday.

Mr Joseph Durkin, parliamentary agent for two groups involved in ship repairing, said the Government's agent, Mr Hugh Gamon, had suggested that if the Bill was found to be hybrid then future Bills might lead to companies being nationalized by order on the basis of fulfilling particular criteria.

He said Mr Gamon had "saved the day" by suggesting a "round hybridity". However, Mr Durkin continued, such nationalization Bills would give

rise to "the most innumerable litigation". If that was a way round difficulties, he believed it would be a very bad one. He would use every opportunity to contest the Government's proposals.

Later in the hearings, before the Examiners of Private Bills in the Lords, Mr Durkin argued, quoting several precedents, that the burden of proof in the case lay with the Government. It was for them to show that the Bill was not hybrid rather than for him and his fellow memorialists to prove that it was.

This view is strongly contested by the Government. If the Bill is found to be hybrid, affecting different private interests, it would require a special procedure for its passage through the Lords.

Attempt made to sabotage Yard telephone links

Special Branch detectives are investigating an attempt to sabotage part of the Metropolitan Police telephone network after the discovery of a severed cable only half a mile from the police communications centre at Lippitts Hill, near Loughton, Essex.

The inquiry began on Monday when a telephone line from the centre to police stations in east and north London were found to be faulty. Half a mile from Lippitts Hill, at High Beach, the police found that a cable had been deliberately cut. Those responsible would have had to crawl along an underground tunnel to reach the cable.

Scotland Yard said: "We can only speculate as to the motive. The case is being treated as one of criminal damage." Alternative communications were introduced. Radio communications in the London area were not affected.

Licencees oppose plans to open bars in schools

By a Staff Reporter

Applications by two schools for licences to serve alcohol out of school hours are being opposed by the National Union of Licensed Victuallers. The union says it fears that if licences were granted, underage drinking would be encouraged and the effectiveness of the Licensing laws eroded.

The two schools, Forest Comprehensive, at Bloxwich, Staffordshire, and Archbishop Michael Ramsey, in Camberwell, south London, both want a bar for use at sports and social events.

"The bar would not be open when the school was in session, and in no circumstances would pupils be allowed into it," Mr Geoffrey Willis, headmaster of Forest Comprehensive School, said.

The licencees clearly view the applications as a further threat to their trading interests.

Strikes unlikely to dent confidence in Barre plan

From Our Own Correspondent

Paris, Jan 26

There is something almost ritual in the two days of strikes called by France's three leading trade union organizations, the CGT, the CFDT and the Force Ouvrière, as a protest against the Government's "austerity programme".

Union leaders, together with the teachers, decided on the strike call without any hope that they would really shake the Government in its determination to apply the wage and price freeze in its anti-inflation plan.

The suppages began on the railways, where the strike call was widely followed. Only about one in three suburban trains were running normally this morning and many commuters took to their cars and jammed the approaches to Paris. Railway services should be back to normal tomorrow, when most of Air France's international

services will be grounded. Postal services, the offices, outpatient departments in hospitals, most primary and secondary schools, and state-owned theatres are also expected to be disrupted tomorrow.

One reason why the unions do not want to stage a general strike at this stage is that confidence in the Barre economic plan has improved along with the popularity of the Prime Minister. The next March's municipal elections being used as a trial run for next year's parliamentary elections, the unions do not want to damage the chances of the left.

Although the price index for December has not been published yet, it is believed to show a very moderate increase, in the order of 0.3 to 0.4 per cent, bringing price increases for the year to just under 10 per cent. That, and the cut in the VAT rate from 20 to 17.6 per cent at the beginning of the year, have helped the Government's popularity.

Two sentenced for 'smuggling' East Germans out

East Berlin, Jan 26

Two West Berliners have been jailed in East Germany for attempting to smuggle people out of the country, the ADN news agency reported today. The two men, Georg Förder and Lothar Hirsch, were sentenced to four years and three-and-a-half years' jail respectively under East Germany's criminal code banning "anti-state human trafficking".

The report did not say when the men were tried. East-West German relations are at their lowest for several years and it appeared likely that the rash of trials—the first two sentences were reported by ADN last Friday—was part of a renewed East German political campaign against Bonn.

Mr Mondale affirms US ties with Berlin

From Our Correspondent

Berlin, Jan 26

Mr Walter Mondale, the American Vice-President, paid a two-hour visit to West Berlin today to emphasize the Carter Administration's determination to preserve the freedom of the city.

Mr Mondale was accompanied by Herr Hans-Dietrich Genscher, the West German Foreign Minister. They were welcomed by Herr Klaus Schütz, the chief burgomaster, and the allied commanders.

Mr Mondale said President Carter had asked him to make the visit to "reaffirm our commitment to the security and freedom of the great city of Berlin, and to reaffirm the bonds of friendship between us."

He warned Russia and its East European allies that no change in the status of the city would be tolerated. Mr Mondale added that the four-power agreement must be respected or else efforts to discriminate unfairly in favour of Berliners would be complicated.

The Vice-President said the essential balance which governed the situation in Berlin was reflected in the quadripartite agreement. "This agreement has brought important benefits both to Berlin and to efforts towards peace throughout Europe. The President firmly believes, and will continue to insist, that this agreement be strictly observed, and fully implemented by all the parties."

At a reception in the city hall, Mr Mondale reminded his audience that President Carter was committed to continuing efforts to lower the danger of conflict in Europe. And he added: "No other city in the world stands to benefit more

from these efforts than Berlin. At the same time, Berliners are given an opportunity to benefit fully from improvement in East-West relations, progress towards further reduction of tension will be more difficult."

The Soviet commission and the heads of other-mill missions from East European countries, did not attend ceremony, although they had been invited. Only Yugoslav was represented.

On his way to the city Mr Mondale stopped at Brandenburg Gate in the East sector, with the barbed wire and Soviet monuments nearby. Closely watched by East German police, Mr Mondale looked into Berlin from a platform overlooking the Wall.

Egypt's flowers return to

Peace for

crisis holds

Plea from American

Protests may

The price inside is the price you pay.
Only Government action can affect these prices.

OVERSEAS

Mr Richard lets the dust settle and looks ahead to ways of reopening Rhodesia peace talks

From Ray Kennedy
Johannesburg, Jan 26

Choosing his words slowly and carefully, Mr Ian Richard said today that "in the not too distant future" Britain will announce moves to reopen the Rhodesia peace talks.

Addressing a news conference at the British Consulate-General here Mr Richard, who arrived from Salisbury on Monday "to allow the dust to settle," said: "We have been trying to assess the full implications of Mr Smith's statement and naturally consulting our allies, particularly the United States."

"I hope as a result of those consultations and reflections we may be able to announce at least some thoughts for the future—may I put it that way—in the not too distant future."

As for his immediate moves, Mr Richard said he would remain in Johannesburg tomorrow and leave for Botswana on Friday. From there he would travel to Lusaka, Zambia, where he hoped to see President Kaunda, the leaders of the Patriotic Front and the Secretary-General of the Organisation of African Unity (OAU).

"I hope to be back in London about the middle of next week. I am not absolutely certain," he said. It was "a bit too early to tell" if and when he would resume his efforts at shuttle diplomacy.

Mr Richard said he had not had any direct contact with the Rhodesian Government since Monday. He was unaware, he said, that there was a number of Rhodesian officials in Johannesburg.

Earlier today, a group of Rhodesian officials were seen at an hotel here, but not the one where Mr Richard is staying. They included Colonel Mac Knox, former head of the Rhodesian diplomatic mission in Lisbon and former chairman of the ruling Rhodesian Front.

The purpose of the Rhodesians' visit to South Africa is not known at present. Colonel Knox's current job is as the Government's senior press liaison officer.

Mr Richard said also that he had not sought a further meeting with Mr Vorster, the South African Prime Minister. "The British Government is not asking anything of Mr Vorster at this stage," he added. Of his two rounds of discussions with the South African leader, he said: "We understood his general position very well and he understood ours. He wants a peaceful settlement in Rhodesia."

Mr Vorster has said he will outline in Parliament on Friday his Government's view of the breakdown in the talks. He will be speaking at the end of a week-long no-confidence motion in the House of Assembly.

His immediate reaction to the Salisbury failure on Monday was: "While I can understand Mr Richard's disappointment, I do not think that his diagnosis of the future is fair in all respects, or takes account of all the relevant facts."

Mr Richard today reiterated that he had not confronted Mr Ian Smith with a "take-it-or-leave-it" package of proposals. "All I put to him was a framework for serious negotiations for when we got back to Geneva."

Everything in the proposals was negotiable, but Mr Smith would not accept them as a basis for serious discussion.

"It's very regrettable, disappointing and rather sad," Mr Richard said. "We all believed we did have the makings of a genuine agreement."

Although he still did not despair, "If all Mr Smith is going to say in perpetuity 'I have a contract', and saying it to people who were not party to the original negotiations, it's going to be difficult to get a settlement."

There would be hope if Mr Smith was prepared to say that starting from the basis of Dr Kissinger's five-point package he was prepared to move on, but his firm refusal "on Monday to shift would make it more difficult next time to find a negotiating framework acceptable to all."

Mr Richard said the British Government had nothing against the United States becoming directly involved in any renewed negotiations, and he emphasized that the new Administration in Washington was fully behind Britain's efforts, as ex-President Ford's Administration had been.

Of his own role, he said he had detected no great loss of criticism from the House of Commons.

But he reacted sharply when asked if he felt "Reginald Maudling's comments—that he should be dismissed at once—were mistimed."

"If Reggie wants to say that sort of thing he is perfectly entitled to say it," Mr Richard replied. "But it's a pity he did not say it when he was shadow Foreign Secretary instead of waiting till he was not Mr Maudling is a man who occasionally expresses an opinion, though not very often. But I do not feel bitter."



Breakfast briefing in the White House on Tuesday for congressional leaders and officials.

Sir Peter is first to see the President

From Our Own Correspondent
Washington, Jan 26

Britain was singled out for the compliment today of having its ambassador chosen as the first foreign diplomat called in to see President Carter.

Sir Peter Ramsbotham was invited to the White House for what was officially described as

Polish discontent not just economic

Warsaw, Jan 26.—While an uneasy truce prevails between the people and the communist leadership of Poland, a crucial new issue has emerged over the reasons for the workers' riots and strikes of last summer.

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But in the leadership's assessment, will remove the danger of further upheavals.

But many people, including important communists as well as church officials, intellectuals, dissidents and probably the unimpeachable public opinion—in short, the vast majority of the population—insist that underlying political problems must be faced. Economic grievances, they say, are only a symptom of discontent with the regime.

They say that the economy cannot be restored without at least a measure of political liberalization.

In some basic ways, the demands are not different from those in other east block countries, although it is of critical importance to the Polish Government that the vocal industrial workers as well as agricultural workers are pressing for reforms.

The tensions arise essentially from internal problems. Poland has paid little attention to the arrests in Czechoslovakia, troubles in East Germany and the Soviet Union's military intervention in Czechoslovakia. The underground railway and these developments do not appear in the official press.

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Angry Mr Nkomo condemns Britain

By David Spanier
Diplomatic Correspondent

Mr Joshua Nkomo, in extremely angry mood, gave his view of the breakdown of the Rhodesian negotiations yesterday. He has no time for Mr Vorster, he said, and he refused to answer questions put to him in writing—has heard from about fifty people this month in Geneva, in Dar es Salaam and Lusaka.

His report says bitterness in Namibia under South African administration is deepening, and the possibility of open conflict. It would be realistic, accordingly, for South Africa to agree to negotiate with the South-West African People's Organisation (Swapo) under United Nations auspices.

Mr Nkomo said a news conference that while Swapo was

New moves to revive dialogue in Cyprus

From Mario Modiano
Athens, Jan 26

A new initiative is under way in Cyprus which, according to qualified sources here, may lead to the reopening of the locked dialogue between island's two communities.

It is clear that the leaders of the Greek Cypriots and the Turkish Cypriots should be needed to demonstrate to the administration in Washington that their side is not responsible for the prolonged stalemate that they are willing to see negotiating mechanism broken again.

Such a mechanism would enable the United States Government and the European Community to channel the ideas that both promised to produce in connexion with Cyprus problem.

Before the initiative becomes possible, the United States Administration must obtain first hand information from the parties concerned rather than rely on a part of the old Cyprus and the new Cyprus should be needed to demonstrate to the administration in Washington that their side is not responsible for the prolonged stalemate that they are willing to see negotiating mechanism broken again.

If the solution of the C problem is to rely on the concerted effort by the United States and the European Community, this is likely to some time, unless the Cyprus communities can a breakthrough without a help. This is not to be ruled out of the present initiative in Cyprus, which has arrived under conditions most serious.

The ingredients for a solution have been there for time: the bizonal federalism under a moderately strong central administration, with a Turkish withdrawal enough to accept a large number of Cypriot refugees to home.

Whether Mr Rauf Der the Turkish Cypriot leader sufficiently emancipate himself from Ankara and Government to internal solution, is something worthing for the Greeks, and a settlement would have the Turkish generation next October.

The Soviet Union appears to have renewed efforts to expose the Ankara and Western initiatives in Cyprus. Moscow has been long for the revival of ideas for an international conference on the problem that had been accepted by Greek Cypriots and Turkish Cypriots. Nothing indicates that it changed.

Bitterness in Namibia is growing, MPs report

From Our Correspondent
Geneva, Jan 26

The situation in Namibia (South-West Africa) is one of "escalating danger," according to Mr Ralf Friberg, Finnish MP and chairman of the Inter-Parliamentary Union fact-finding mission on Namibia.

The mission—denied access to the territory by the South African Government, which also refused to answer questions put to it in writing—has heard from about fifty people this month in Geneva, in Dar es Salaam and Lusaka.

His report says bitterness in Namibia under South African administration is deepening, and the possibility of open conflict. It would be realistic, accordingly, for South Africa to agree to negotiate with the South-West African People's Organisation (Swapo) under United Nations auspices.

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British compa named in MP corruption case

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Mr Thompson was director of the National Insurance board. A director and employee McAlpine's, John Walsby, was charged with conspiracy and corruption. Both were freed on \$50,000 bail.

S African churches accept offer to discuss schools

From Our Own Correspondent
Cape Town, Jan 26

Leaders of the Roman Catholic, Anglican and Methodist churches in South Africa today stated their willingness to accept an offer by the Government to discuss the opening of private church schools to children of all races.

The three South African churches which have their own schools were reacting to a joint statement by Dr P. W. Botha, the Minister of Education, and the administrators of the Cape and Transvaal provinces, that they were "prepared to discuss the problems of church institutions and help find solutions."

The statement was made by Dr Botha after a meeting with the Anglican Archbishop of Cape Town, Most Rev Bill Burnett.

The Rev Charles Stephenson, president of the Methodist Conference of South Africa, added: "The Government could have slammed the door, but instead there is now a possibility of negotiations and I welcome that."

Although the statement issued by Dr Botha also contained a warning that there could be serious implications for schools which continued to defy the law, it is clear the Government is anxious to avoid a church-state confrontation on the schools issue as are the churches themselves.

Howard Hunt of Watergate plot is granted parole

From Our Own Correspondent
Washington, Jan 26

Congressional Democrats, in their first gesture towards cleaning up the scandal, today voted to grant parole to Robert Howard Hunt, the powerful House Appropriations subcommittee on military construction.

Mr Sikes was formally recommended by the House of Representatives last year after being accused of having greatly profited in banking and property development from "pork barrel" schemes approved by his subcommittee. None the less, he won reelection unopposed from Florida's first congressional district last November.

Not surprisingly, the constituents he has served since 1940 bear him no grudge since they have prospered along with him, while the Gulf coast area has become one of the densest concentrations of military bases and installations in the country.

Mr Sikes presumed the chairmanship was his, but the caucus of House Democrats today voted him out by 189-83. Mr Sikes's only comment was: "I'm still a member of Congress and I expect to be the best congressman that the good Lord gave me strength to be."

The heavy vote was interpreted as an endorsement of the new House leadership of the Speaker and Mr Jim Wright, the majority leader, as both had supported Mr Sikes's reappointment. The chairman of the House ethics committee, Mr John Flynt, also came out in support of Mr Sikes. He took up, in vain, Mr Sikes's own claim that his opponents were subjecting him to "double jeopardy."

Argentina bids sad farewell to traditional steak diet

From Our Correspondent
Buenos Aires, Jan 26

Millions of Argentines are saying a sad farewell this month to perhaps their best loved national institution: *el bife*.

The price of the succulent beefsteaks, for decades a daily staple diet of all Argentines from ranchowners to roadworkers, has suddenly soared beyond the reach of all but the wealthy.

The sirloin steak which cost 350 pesos (about 75p) a kilo (2.2lb) at the butcher's before Christmas costs 800 pesos (about £160) a kilo today.

For most of Argentina's 27 million people, the year's year munched their way through an average of 198lb of steak each. It is little short of a national disaster.

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Cuba's Comecon success in Latin America

Havana, Jan 26.—Cuba's proclaimed policy of becoming a bridge between Europe and Latin America has produced a spectacular success, with two English-speaking countries in the area announcing their intention to establish links with Comecon, the Communist economic group.

Guyana applied for an agreement of association at a meeting of Comecon's executive commission here, the first held in this hemisphere.

In Kingston, Mr Michael Manley, the Jamaican Prime Minister, announced he was establishing diplomatic relations with the Soviet Union. Two Comecon officials are to visit Jamaica and Jamaican economy and trade mission will go to Moscow.

Mexico signed a cooperation agreement with the Comecon last year.

Observers here believe these developments largely result from Russia's liberal help to Dr Castro's Cuba.

In the world economic crisis some developing Latin American countries, caught between the rising oil prices and the falling value of their raw material exports, have started looking at Cuba as an alternative.

This Caribbean island, getting cheap oil from the Soviet Union and selling expensive sugar to it, is becoming the Western world's most attractive problem. Observers say, is whether the Communist camp can afford to help other countries as liberally as it has helped Cuba.

The Council for Mutual Economic Assistance—popularly known as Comecon—was set up in 1948. The founding members were the Soviet Union, Bulgaria, Czechoslovakia, Hungary, Poland, Rumania, East Germany, Germany and Mongolia were admitted and in 1972 Cuba became the ninth full member.

Cuba's membership of Comecon came after the near-disaster of the 1970 sugar harvest which failed to yield the expected 10 million tonnes and left the economy exhausted.

Since then, the economy has recovered, benefiting from advice on long-term planning and from a series of favourable agreements.

But Cuba, which gets 80 per cent of its export earnings from sugar, was seriously hit when sugar prices on the world market fell from 65 cents a lb two years ago to seven cents a few months ago.

What saved this island was the assistance of Communist countries.

Under barter agreements, the Soviet Union buys about half the Cuban sugar crop as 30 cents a lb while supplying Cuba

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By David Watts

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Pork barrel' Democrat deposed in House vote

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Harsh lesson to deter young offenders

From Nathaniel Sheppard
Rahway, New Jersey, Jan 26

"Imagine being buried alive and knowing that there was no way out," the stern-faced prisoner told the 11 obviously frightened teenagers who sat almost motionless on a long bench in front of him at the maximum-security Rahway state prison here.

"Then imagine having to worry about whether this will be the day that someone runs a shank through you while your back is turned, or that you have to fight—and maybe even kill—to prevent some guy from forcing you to have sex with him."

"That is the kind of thing you will have to face every day if you wind up in here," the prisoner thundered at the eight boys and three girls who had begun to look less like tough juvenile delinquents and more like lost children.

The speaker was one of a group of prisoners serving life sentences who have begun a novel and apparently successful programme designed to turn juveniles away from crime.

The youngsters, 14 to 16 years old, had all had minor brushes with the law and were getting their first—and what authorities hoped would be their last—glimpse of life in prison.

For nearly an hour and a half, seven "lifers" used brutal and explicit language to describe the humiliation, misery and terror of their existence. They also spoke bitterly of the unhappiness that they had caused to their families.

Relentlessly, as the juveniles sat quietly with heads down on the lighted stage of the auditorium, the prisoners ridiculed their misdeeds.

Howard Hunt of Watergate plot is granted parole

From Our Own Correspondent
Washington, Jan 26

Mr Howard Hunt, the former Central Intelligence Agency officer and Nixon White House agent who bungled the Watergate break-in, was today granted parole.

He will be freed one month from today provided he pays the fine of \$10,000 (about £2,000) to which he was sentenced in addition to the jail term of 30 months to eight years.

He was eligible for parole as he had served 30 months in two separate sections. He was sentenced for his part in the 1972 burglary and electronic bugging of the Democratic Party headquarters.

Mr Hunt, who is 58, is at present held in a prison camp at Eglin Air Force base, Florida.

Coconut scoop

Manila, Jan 26.—Seventeen convicts broke out of the San Ramon maximum security prison in the southern Philippines yesterday by using coconut shells to dig a tunnel from their cell to beyond the prison wall.

Soldier kills NCO

Seoul, Jan 26.—A 21-year-old soldier of the United States Second Infantry Division in South Korea, shot dead an NCO and seriously wounded three soldiers in the division today, a US army spokesman said.—Reuters.

Argentina bids sad farewell to traditional steak diet

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Buenos Aires, Jan 26

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Mr Dell—The majority report stressed the need for all directors to have the same responsibilities. They are right in that.

Mr Michael Shersby (Hillingdon, Uxbridge, C)—What changes in company law does the committee envisage? One of the forms of employee participation to which he referred in his statement?

Mr Dell—That is a matter we are considering, but the majority report says that forms of consulta-

This is again something which will have to be considered. It may be that other provisions are necessary. We will listen to arguments on that point, but the majority report, after considering this question, came to the conclusion that the best way of encouraging participation at lower levels within the company was to develop represen-

It will be admitted throughout much of industry at any rate that in the development of the participatory process below board level this country has been unfortunately slow. We need some encouragement of that process.

Mr James Prier, chief Opposition spokesman on employment (Lowestoft, C)—The favourable climate we all seek is not likely to be enhanced by the sort of state-

ment he has made today. (Labour interruptions.) His remarks in answer to questions have been a great deal more helpful than the original statement.

How does he reconcile the statement, which says we shall "consult on the general basis of the recommendations contained in the majority report" with what he has subsequently said about considering the minority report and two-tier board as well?

Will he confirm that the consul-

This proposal, if carried through in the form of the Ballock report or anything like the majority report, is likely to set back industrial confidence and industrial investment for many years. (Labour

If Labour MPs, who for months and years stood up to say that the law had only a minor part to play in industrial relations order, can now introduce legislation which is bound to be opposed by a great part of British industry they are asking for all the trouble they are likely to get.

Mr Dell—Our objective is to introduce legislation which will command assent. There is nothing inescapable. The Government

Mr Prior appears to be a laggard even behind some of the public statements which are coming from industry. For example, he does not want any legislation at all. The CBI, for example, are prepared to have legislation provided it deals with consultative machinery below board level. So he has not even

Liberal move to change name of new assemblies

A series of amendments to change the names for the Scottish and Welsh assemblies were considered when the committee stage of the Scotland and Wales Bill resumed.

Clause 2 (The Assemblies) states: "There shall be a Scottish Assembly and a Welsh Assembly" and the main Liberal amendment sought to change "Assembly" to "Parliament".

Discussed with it were a Scottish National Party amendment suggest-

Mr David Steel, leader of the Liberal Party (Roxburgh, Selkirk and Peebles, L.), moving the Liberal amendment, said a body which was going to have legislative powers and the more powers than were already in the Bill was worthy of the proper title of Parliament.

If the Government saw this elected body as being a subordinate instrument of government, with no power to raise taxation and with limited powers of legislation which could be overruled at any time by the supreme Parliament at Westminster, that was not the way the Liberals wished to see this body develop.

Mr Tam Dalyell (West Lothian, Lab) said he did not think changing the form of institutions could lead to the sense of inspiration

There was a possibility that Scottish and Welsh MPs, once assemblies were established, would only be able to speak and vote on those subjects which had not been transferred to the assemblies.

This was not defensible and would soon be perceived as a system of first and second class members.

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THE ARTS

British Rail's unvalued heritage

"The railways board finds itself the inheritor of a large number of buildings which have changed their function in the public eye from being Victorian monuments to suddenly becoming historic buildings. These are the pleasure words of a British Rail architect. In fact as far as many passengers are concerned, these buildings never were regarded as monuments; and, sadly, the main reason why others have changed their minds is that British Rail have on the whole failed to design new stations which capture either their own admiration or their affection. As John Betjeman remarked when opening *Off the Rails*, an exhibition about saving railway architecture, Oxford's old station wasn't very good, "but, by Jove, who could have designed the modern one?" The exhibition is at the RIBA, 47 Portman Square, until March 11, and it is one in which it is difficult not to feel a degree of involvement.

Display panels of photographs illustrate the themes of Loss, Threat, Abuse and Reuse, and there are accompanying plans, drawings and objects (including a model railway). Before entering the main exhibition, it is salutary to look at the maps in the hall that show how our railway system developed from 1840 and will probably have declined by 1980. In 1925 you could buy a ticket to within reasonable distance of most places in England. By 1980, those Londoners like myself who would be dangerous behind a steering wheel and are terrified of being driven by others on those devil-arteries called motorways,

will probably never see excellent towns such as Falmouth again. Besides the many photographs of lost and mutilated stations, famous for their elegant construction or optimistic grandiloquence, a good deal of attention is also given to more modest buildings. Marmesbury Station, for example, a small stone building with a wooden platform canopy (Southern Region alone has some 200 different patterns of canopy valancing) which was destroyed in 1972, one of many rural stations. Penworth, an unusual timber building, which would surely convert to habitable use, is decaying. Pembroke, once a station of reasonable character and individuality, is reduced to a ghastly rectangular bunker, built of reconstructed stone bricks. (These bear the same kind of relation to real stone that reconstructed potato does to real potato.) Only in the Reuse section is there cause for satisfaction. Here there are examples of how railway buildings have been converted; they include a gymnasium, private houses, museums, offices, a pub, and a nature observatory. However, of the 3,539 railway stations closed, only 1,570 have been sold, and many of the remaining are, quite literally, dropping to pieces. Nor have all of those sold been particularly well cared for by their new owners.

Marcus Binney, chairman of the vigorous conservation pressure group SAVE who present this exhibition, deplores British Rail's lack of a purposeful marketing policy and the fact that—when approached—they

have often demanded unrealistically high prices. Many of the reused stations have been acquired and converted only after long negotiation and concerted public effort. Indeed, public cooperation seems to be easy to elicit when it comes to railway buildings. An appeal by SAVE for photographs brought many responses, one of which was of particular value. Alan Young, a geographer, made a selection of his 4,000 slides of railway buildings available for continuous display within the exhibition. Angered by the fact that British Rail demolished buildings on the South Shields line in 1972 before he arrived with his camera, he has spent his free time during the last four years travelling all over the country to beat the bulldozers.

In a booklet of informative essays which SAVE have prepared to accompany the exhibition (available from their office at 3 Park Square West, London, N.W.1, price £1.10 including postage), Binney claims that "old railway buildings have the most marketable quality of all—sex appeal. I'm not quite sure about that, but his point that British Rail spend a great deal of money on promotion material persuading people to discover historic Britain, while allowing their own legacy of Brunel & Co. to decay, is very relevant. After the government, the British Transport Commission is the largest property owner in the country. That should be an honour, not an albatross. Yet in 1974 they had no less than 22,503 acres of derelict, abandoned land.

Paddy Kitchen



Waverley Station, Edinburgh, booking kiosk and mosaic floor demolished to make way for new travel centre

London debuts

Three young instrumentalists from West Germany arrived under the auspices of the first German Music Competition, held in Bonn in 1975. Unfortunately, I had to miss another debut the recital of Baroque and modern flute music given by Roswitha Staage, but the performances of the other two players were enough to indicate an extremely high standard all round. The pianist Roland Keller showed a rare ability to command the rhetoric of the romantic keyboard and still bring it within the control of a searching intelligence. In the Schumann *Etudes* symphony, which he played with the five suppressed pieces inserted in the middle, he maintained a wide variety of tone and some exhilarating tempos, and in Brahms's Op. 118 he let his playing move and sway with the music's fluctuations. His disciplined waywardness was particularly rewarding, in Schoenberg's Suite, which for once had its full measure of kindness and warmth.

In Maria Kiegl's cello recital it was her astonishing mastery of the whole gamut of techniques that was most im-

pressive. Ludwig Maxse, her accompanist, sensitive to her views both in a mobile account of Bach's D major sonata and in a performance of the Franck sonata which was as wide-ranging in expression as it was fastidious in detail. However, Miss Kiegl showed her skills most completely in the solo sonata of Kodály. I had always thought this a dry and prosaic work, an eternal study more than a recital piece. Here it was not as all, Miss Kiegl made it flow, made it sing and sometimes even made it smile. She showed an extraordinary feeling for the proper movement of a phrase, shaping her playing with subtlety of colour as well as fine rhythmic sense. Her rapid trills and her full-sounding tremolos were thrilling in effect, but there was nothing studied about them, or anything she did. This was musician playing as if improvising, perfectly in contact with both music and instrument.

The light of these young German players cast shadows in the rest of the week, but even without such competition I doubt if the pianist Rosario

Andino or the Kodaly Quartet would have greatly impressed. Miss Andino was a sprawling player, controlled only in the two Schumann sonatas which she began. In the *Paganini Etudes* of Liszt and in Schumann's C major Fantasy she gave an ill-disciplined vision of romantic music, lax in rhythm, odd in emphasis and heavy in tone. With experience she may win through to a persuasive personal style, but at the moment her playing of Schumann, for example, simply seems to lack the grace and exactness usually regarded as indispensable.

With the Kodaly Quartet the main difficulty is one of personnel. I understand that there has been a change of leader, and that it has not been for the better. Certainly, in this recital the first violin was consistently flat, nor did he engage much with his fellows, whether in Haydn, in Brahms or in the moderately pleasant second quartet of the composer from whom the ensemble take their name. Strikingly different was the intimate togetherness displayed by the viola and the cello, but half a quartet is not enough.

German Skerries

Bush

Irving Wardle

One trip through the sulphurous atmosphere of Billingham amounts to my only contact with the territory of Robert Holman's play, which may explain my failure to grasp what it is getting at.

From a southern viewpoint, if a play is set on a tiny nature reserve at the edge of an industrial hinterland which is now using it as a waste dump you will not expect some debate on the pollution of our natural resources. Added to that, the coastal setting looks out towards a group of treacherous rocks, the German Skerries, at the entrance of the River Tees: nature, you might suppose, waiting to choke its revenge. But not at all: having watched the full pathetic fallacy machinery in position, Mr Holman resolutely refrains from using it, and would doubtless dismiss such an expectation as southern sentimentality.

Nearly evoked with a club shed and a patch of sweet-smelling turf, Mikki van Zwannenberg's stage establishes the place as a bird sanctuary, and the first scene between a young ICI plant operator and a middle-aged school teacher demonstrates the freemasonry of the watchers. Here they come from the streets of Redcar and Middlesbrough, escaping factories and nagging wives, and meeting on equal terms with their characters. Whether the point is further underlined by the arrival of a third

enthusiast with a half-timbered accent and pony-riding daughter. In fact they are all leading trapped lives, but apart from a few regretful lines from old Martin, the teacher, they never speak of them. What they want is to get on inside the system, or comfortably retire from it. And if you read plays in terms of their characters' desires, then this is a melancholy piece as young Jack's promotion is blocked and the country-club Michael meets a nasty death on the rocks.

But in tone the play is anything but melancholy. Through exchanges of extremely sensitive naturalistic dialogue the characters come over with the kind of affectionate authenticity that escapes the manipulative writers of the theatre.

Chris Parr's production is graced by two beautiful performances by John Norington, as the gentle sedentary Martin, and Paul Copley, as the inflammable Jack, erupting into jokes and short-lived furies with the speed of dry tinder. The spectacle of these two warring comings to terms, and then shedding their differences in shared fascination when a cormorant dives for a fish, is an acting experience of a high order.

Jack's scenes with his wife (Caroline Hutchinson) also display extraordinary command of shifting moods and the capacity to place anger in the context of affection. You leave with the feeling that, whatever the wounds on those people, they are not responsible for doing that damage. Whether the statement is a well written and humane piece of work.

Do As I Say

BBC 1

Alan Coren

Well, *Play for Today* is the series title and, since we made today what it is, we are not entitled to throw up if it gets the plays it deserves. On Tuesday Charles Wood presented us a sight of the times in an exercise of both precept and example: a meticulously constructed, delicately balanced, finely wrought piece of repellent, even, but, alas, authentic a souvenir of 1977 as an Armistice rifle, and as nastily efficient.

Do As I Say was a truly black comedy, so detached in its elegant presentation of bleakness as to transcend cynicism; cynicism, after all, has at least the saving grace that it recognizes idealism for long enough to reject it.

His comedy opened with a suburban rape on a bored housewife who watched the Test match on television as her rapist carried on his brief trade. It closed with an attempted assault on the same unfortunate character by the liberated girl who turned up to advise her of her rights over the teacher. Between them those twin nadirs of the working day, numerous—I almost

called them relationships—were unpeeled in the neat suburban house, as a lusty female neighbour, her precocious schoolgirl daughter, the rapee's revolting in-laws (a fine vignette of violence here by John Welsh), stopped by at various times to impinge themselves on the victim, deliver their clichés and their prejudices, and pass on.

All we feel about emotion; the most profound emotion was self-interest, and all the complex paraphernalia of life on which drama has traditionally fed—love, hate, war, birth, death, fear, youth, age, friendship, need, tenderness, family—were reduced to background counters in a game which nobody even cared much about winning.

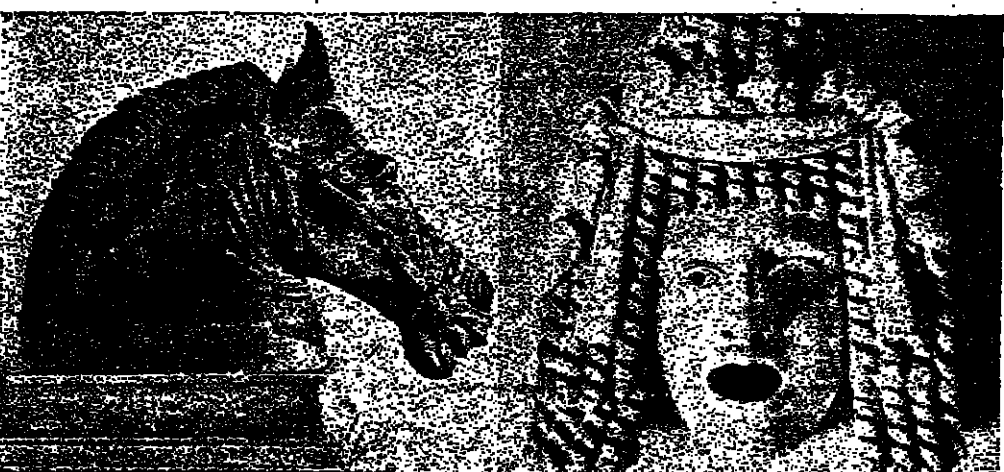
As a comedy of manners, it was a proper refraction of the truth, and only an ostrich would deny that the truth was there to start with: callousness, emotional greed, are all components of the scene, and there are many people treading the streets this morning who number among the walking dead. There was much, then, to loathe. That did not of itself make the things inaccurate, merely the tendentious view of Charles Wood, to whom I would rather be almost anyone I can think of.

Festival Ballet

After their season of *The Nutcracker* at the Festival Hall, London Festival Ballet will be taking this new production to the Opera House, Manchester. During the second week the company will appear in two of last year's successes, *The Gold-*

en Cockerel and *The Sanguine Fox* both new to Manchester. Nicholas Beriozoff's revival of *The Golden Cockerel* will be given in a double bill with Harold Lander's *Etudes*, Ronald Hyn's *The Sanguine Fox* in a triple bill with Antony Tudor's *Echoing of Trumpets* and Massine's *Gaite Parisienne*.

Some of the notices on this page are reprinted from yesterday's later editions.



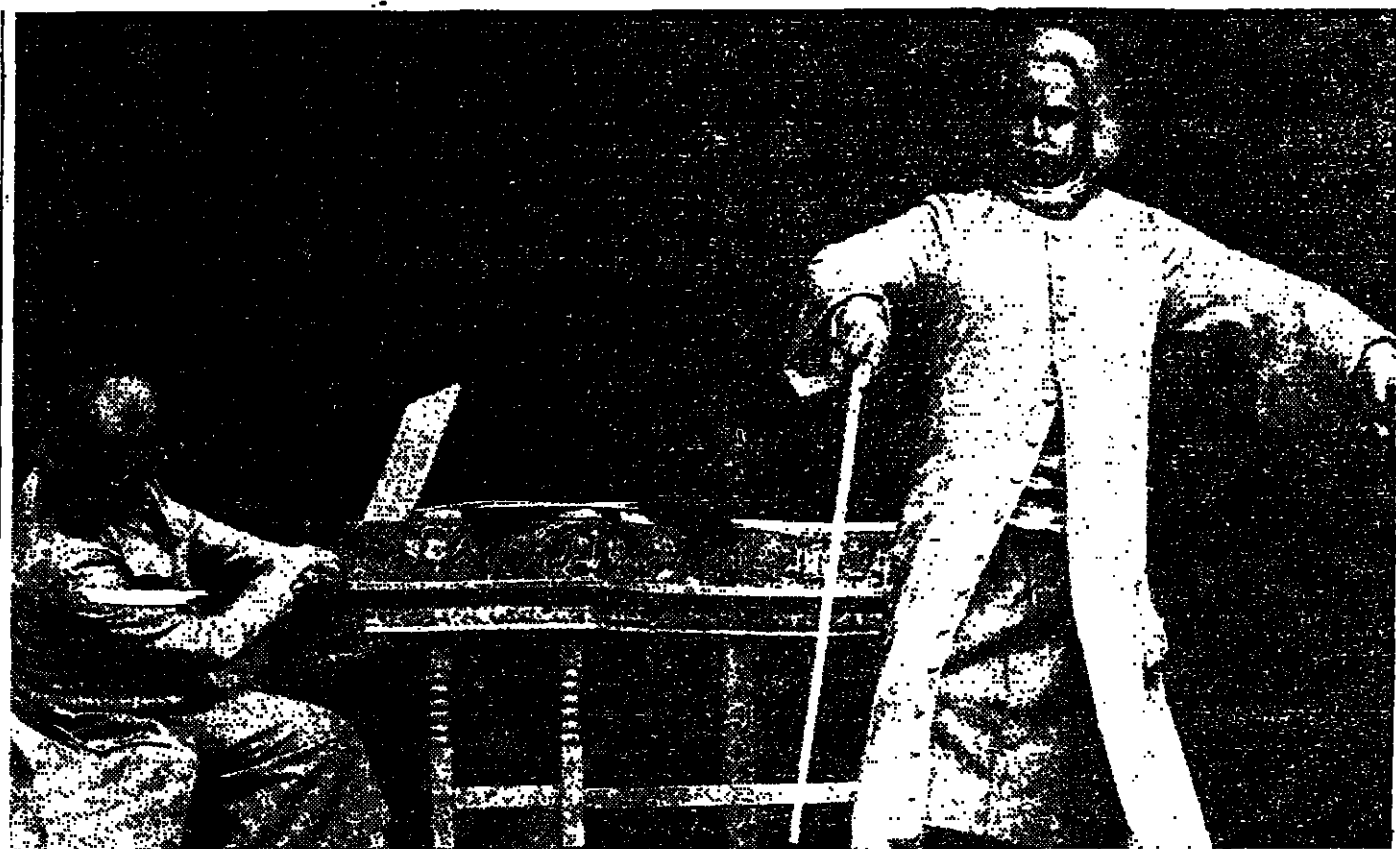
Pompeii comes to life at the Royal Academy.

When, on the 24th August, AD 79, the volcano Vesuvius erupted, the prosperous town of Pompeii, its people and its life were completely buried. Now, nearly 20 centuries later, London has the chance to look into this part of the Roman

Empire, and see at first hand the life of one of the world's great civilisations. 20 NOVEMBER 1976-27 FEBRUARY 1977. An opportunity to see the detailed reconstructions of the National Trust. Royal Academy of Arts, Piccadilly, London W.1.

POMPEII AD 79

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Ryland Davies and Thomas Hemsley

The Barber of Seville

Theatr Clwyd, Mold

William Mann

For a Londoner the visit to Clwyd Theatre in Mold, North Wales, must rank as a black sabbath day's journey, with slow local trains, hotels available only far away and expensive local taxis. Clwyd Theatre is a year old this week and has gathered regular audiences from Llandudno to Manchester and Merseyside to Shrewsbury (the management's claim). It has two theatres, the larger seating 530, as well as a film theatre; the restaurant and bar facilities are raised by local inhabitants for reasonable prices and hours of service—they go there even when not attending a show. The theatre has its own company, whose repertoire includes *The Barber of Seville*, *The Way of the World* and *As You Like It* at the end of next month. The place is handsomely designed and full of a certain austere cheerful atmosphere.

This week the theatre is occupied by Welsh National Opera who opened on Tuesday night with a new production of Rossini's *The Barber of Seville* in E. J. Dent's English version,

somewhat updated. It marked the operatic baptism of William Gaskill, formerly of London's Royal Court Theatre.

Rossini's *Il barbiere di Siviglia* has accumulated overbearing loads of traditional comic business in its 161 successful years of life on the boards: who knows how many of them were taken over from Paisiello's earlier treatment, or before that from Beaumarchais's original play? Mr Gaskill's production concentrates on style and comedy of characterization: the hoary lazzi of the drunken soldier, the music-lesson, the dopey servant, the hiccups village youth, the shaving scene, and so on, are not ignored but kept under control so that their treatment arrives freshly and pointedly.

There is a discreet joke in the first serenade about a one-handed trumpeter (the stage-band also included, I thought, a real guitarist), another when Figaro, pretending to play the guitar, sends up Count Almaviva's second serenade. The characters, for once, are not made to cavort irrepressibly but to reflect their animated music with taut gesture and movement, surprisingly immune from the gimmicks and St Vitus's Dance that usually beset productions of this opera. A typical example is the sea-sick image

of the first-act finale's last ensemble: some lurching is in place but it is done only twice, with new ideas and a spectacular shape as coherent as the music.

The discretion of the production's style does connect the piece more firmly with classic comedy rather than any Neapolitan farce, but may have been inspired by the WNO's desire to tour *The Barber of Seville* in small theatres round the country. The action evolves round William Dindley's cropped cut-outs and frames, featuring exquisite miniature three-dimensional street facades (the frames rather too prettily floral, like Dindley's bias-binding) which leave plenty of room for

Clwyd, though, we are made to concentrate on the characters: the George Robey eyebrows and rubber-gnome facial contortions of Thomas Hemsley's Bartolo, the baby-repelling sithering lamp post that Geoffrey Moses (a new WNO recruit with a keenly trimmed bass voice and strong possibilities as an actor) brings to Basil; then Thomas Allen's warm-hearted, ebullient Figaro, very compact, arguably too sophisticated. Rossini is deliciously and pointedly done by Beverley Humphreys, flashing eyes, pug-nosed chin, her reactions 40

seconds ahead of anybody else. Ryland Davies is able to make much of Almaviva's comic disguises. With direction to such purpose, and in a small theatre, they all sing Rossini's taxing, charming, brilliant music (though it is far from being his comic masterpiece) more neatly and communicatively than is usual.

It took a little while for Ryland Davies to whistle his voice down to the size of the auditorium: his first solos were forced and unpleasant, afterwards brilliant and winsome. The conductor, Wyn Davies, also began by drowning singers with orchestral hurricanes before realizing that valour need not exclude discretion: not least because he had the Welsh Philharmonia in dapper form under his baton.

All the same, I am relieved that WNO has decided to adopt a base in Birmingham, as of next September, with a stage at the Hippodrome where the company will eventually give four fortnightly seasons each year. Birmingham may not be as romantic as Mold, but like Cardiff it is much more accessible for Londoners like me who wish Merseyside much pleasure at Theatre Clwyd but prefer our opera going under conditions less exhausting.

Stacy Keach, anti-hero

Stacy Keach has been making his first contemporary English film, *Squeeze*, in the slums of West London with David Hemmings and Carol White.

With a budget of 1,400,000 dollars it is not an expensive production, but Keach's career, dogged by his reputation for sparking in class parts which another actor might envy, will benefit from a fresh injection of rough-and-ready vitality. Ever since his first appearance in the off-Broadway hit *Machin*, Keach has had to face the fact that reviews about his sensitivity, his intelligence and his depth only keep him in front of a certain section of the public. This new film has popular appeal: the play in a colloquial ex-crate of London, the influence of love, shows he is down of better stuff.

Down among the "For Sale" boards, the littered patches of sun-burnt grass where West Indian kids play, the Californian actor was trying to master the imprecise tones of London English. In *Luther* and *Conduct Unbecoming* he could take certain liberties with the accent. Period pieces are more stylised. But this, he says, is developing into a social documentary of the present apocalyptic state of England, with its unemployment and its ghettos. The part doesn't come naturally to him, though he describes it as a fine, multifaceted one which placates yet another of the demons inside screaming to get out. Keach, the anti-hero, is taking lessons in popular English behaviour from his stand-in of several years, Jim Veazley, an East End lad. He sees a great difference between the attitudes from the positive days of his first visit here 14 years ago, when he lived in a house very much like the one on the set and travelled to the London Academy of Music and Dramatic Art every day on the Piccadilly Line.

Strangely enough LAMDA opened his mind to a way of acting which we tend to associate with American theatre workshops. "Everybody expects that when you come to England you will get a highly technical kind of education—learn to enunciate and phrase. Not true at all. We spent most of our time on our backs trying to get in touch with our spiritual centres. It was very Eastern, very Yoga-orientated, and it worked. We would spend hours working with masks with scarcely any verbal communication."

In Yale it had been exactly the opposite and he quit. "I was geared for the experience of meeting the faculty members, Nagler the theatre historian, John Gassner the playwright, but these were American theatre figures who were in their heyday in the late Thirties and Forties. They were keen on doing Shakespeare in the grand old manner, whereas I was trying to maintain his clarity and elegance, without making it artificial. Making it real, making it happen now."

In the past Keach's formal qualifications—a degree from Berkeley, his postgraduate work at Yale, and a lot of practical experience in classical productions—have put him off as many theatre bosses as they attracted. One producer felt it necessary to tell him that when

don't wear tights in show-business any more. In fact, Keach's intelligence about acting shows itself in his appreciation that the whole point of the job is to reach for those instinctive areas which are lost to us when trained responses take over.

We create a lot of problems for ourselves by the way we think, he says. "A lot of the time though is an involuntary process. It's something that happens you can't really control. You have to work at a certain discipline to get to a place where you can experience life with a lesser degree of anxiety. When I was playing Hamlet I would sit down every night and write in a journal for two hours to get rid of as many premeditations as possible."

It is all very happy and glamorous, an idle dream of magic and heroism in the sun and on, as Bedford has the wine-dark sea of a class Greece some way from him. The piece was well received, an adult audience on Tuesdays. I presume it is intended for children, rather like comic-strip version I enjoyed when I was about eight.

La Fille mal gardée

Covent Garden

John Percival

Anyone who went to Mermaid on Tuesday to Wayne Sleep in the last part of *The Point* will have been disappointed because Sleep was otherwise engaged. Sleep was otherwise engaged, making London debut as Alain in *Fille mal gardée*.

Actually, the performance gave there was disappointment because, as when he played other big comic roles of Sir Simons in that ballet, he gave the impression of having a firm concept of the character. Blatantly shameless at times in trying to milk the role, pathos, he played other lags with a cocky brashness lapsing every now and then into a look of blank stupidity. It added up to a series of cabaret impersonations with Charlie Chaplin and Petrushka the best of mediocre bunch.

The solos were showily do although he skimmed on as the specialty scene but he is more to the role than found in it or even show much evidence of seeking.

Rudolf Nureyev as Colas obviously only partly recovered from last week's injury. The gentility with which he danced the choreography, favouring his better foot, desert admiration, but with dances brilliantly conceived as Anton's amendments are unlikely to be improvements. However his playing of the comedy was as sunny as one could wish as Lesley Collier responded with joyfully bright account of La Fille.

It was their first time together in those roles. In *La Fille* Collier cheerfully bossy portrait of the heroine makes good match for Nureyev, suggesting that it might be interesting to see the pair in *Shrew* when that joins the repertoire. The orchestra with Anthony Twinn conducting, gave a bland, tired record of a score that is nothing if not lively.

Glenys Roberts

Newdirect for Court Theatre

Mr Stuart Burge has been appointed artistic director of the Royal Court Theatre for February 1. He has been released by the National Theatre and Mr Peter Hall of his proposed engagement with them.

Mr Burge is said to feel the Royal Court is one of the most important theatres in the country, and believes it is essential that it should survive writers' theatre.

The council of the Eag Stage Company plans to revitalize its own composition and its own working structure, an subcommittee of the council has been set up under the chairmanship of Sir Hugh WU. This committee has the power to co-opt and to seek the views of all those, including writers who have at one time another been connected with the theatre and the opinion generally.

The joint directorship of theatre by Mr Robert Kidd and Nicholas Wright has been announced as a result of the resignation of the former. An announcement about Mr Wright's position will be made shortly.

The Odyssey

Albert Hall

Paul Griffiths

Steering a path between Scylla and Charybdis of the Charybdis of a garde exclusivisme, David Ford has for some years proving that there are barriers to the music sufficient naivety. His composition between the *Odyssey*, was released last autumn, and has live premiere on Tuesday.

On the record, so I was aware before he made the music himself, but day's performance saw veritable quarry of distinguished rock assembled on the platform play synthesizers, electric guitars, and piano. These the basic forces for the melodies, trickling out textures and day-glo harm of which *The Odyssey* is composed, and they give music a warm, liquid current when they are taking the lead.

The piece is constructed a suite, each important sequence evoking an episode in the wanderings. Alternating these musical pictures are to Ithaca, where Penelope is being woven rising scale on tape and so often suddenly unpicked nice idea.

Meanwhile, the *Odyssey* sodes exploit the talents of live musicians. "The *Pian Games*" for instruments an athletic if a little solo by the guitarist Michael Oldfield, and Sirens is a big number, the girls of Queens C singing the sort of music would expect. "Circe's Isle" has a solo singer an orchestra of wine glasses, "King Aeolus" and "S and Charybdis" are rom set pieces for the keyboard ensemble. At the end, after battle with the suitors, music gives the suggestion *Odysseus's* travels are not never will be over.

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Glenys Roberts

Red Rum is awarded a favourite's chance of first National treble

Grand National entries and weights

To be run at Liverpool, over four miles and four furlongs on Saturday.
 APRIL: 11-12 Red Run, 25-1 Barona, Gay Vulcan, 25-1 Fort Devron, Andy Pandey, Irish Tony, Sir Garnet, Zeta's Son, 35-1.
 CORALS: 10-1 Red Run, 16-1 Barona, Gay Vulcan, 20-1 Fort Devron, 25-1 Irish Tony, 35-1 Andy Pandey, 35-1 Romen Bar, Sir Garnet, Zeta's Son.
 MAY: 11-12 Red Run, 16-1 Fort Devron, 20-1 Irish Tony, 25-1 Andy Pandey, 35-1 Mills, 35-1 Prince Rock, Irish Tony, Rag Trade, Sir Garnet, Tied.
 LABORERS: 12-1 Red Run, 20-1 Fort Devron, Other way, Barona, Another Muddle, 25-1 Rag Trade, Gay Vulcan, Andy Pandey, Sir Garnet.

Sponsors to contribute £141,000 at York

Fancied runner for Piggott	More meetings are lost
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Fancied runner for Piggott

Huntingdon programme

Huntingdon programme

[illegible]

1.45 WYTON STEEPLECHASE (Handicap: £707: 3m 100yd)

[illegible]

2.15 OFFORD HURDLE (Div I: Part II: Novices: £486: 2½m)
 5 3 2 1 4 6 7 8 9 10
 1. Maddy, G. Bolding, 6-10-11 R. Linley

[illegible]

1	213-404	Roaring Wind (C-D), B. Camblidge, 9-12-4	R. Crank
2	32-3444	Dancing Ned, T. Foster, 9-10-10	G. Thorner
3	2001p3	Near and Far (D), D. Morley, 8-10-6	S. R. Davies
4	224-203	Willy What, S. Moller, 8-10-4	

23012-4	Silberstein, C. J.	Contest	7-10-8	6-10-8	Wether
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3	400-001	Kings Oak,	S. Norton,	7-11-3	G. Graham
36	450120	Mazmalade,	G. Belding,	5-11-3	R. Linley
37	600440-0	Mermonoy,	T. Forster,	6-11-3	G. Thorne
38	600440-0	Montana,	S. Melior,	7-11-3	P. Blacker
39	600440-0	Our Wards,	G. Gorme,	2-11-3	

[illegible]

Norman's Lad. J. Spearing, 6-10-11 G. Caddy
Preston Belle, M. Oliver, 9-10-11 A. Webber
Rowing Lass, D. Morley, 6-10-11 Mr R. Lalor 7
Tanton Lass, Mrs C. Saunders, 7-10-11 B. R. Davies
..... Mr C. Saunders

0-0000	David Dean	Franklin	6-10-11	F	Kellyway
0-0000	William	Franklin	6-10-11	F	Kellyway
0-0000	Kirwan	Cambridge	6-10-11	F	James
0-0000	William	Cambridge	6-10-11	F	James
0-0000	Rankinborough	P. Arthur	6-10-11	F	T. Black
0-0000	Robert	Monumental	6-10-11	F	T. Black
0-0000	10-1 Rankinborough	10-2 others			

1.15 FORT HURDLE (Div II: Part II: 493: 21m)

130000	Mrs Ould	A. Goodwill	6-11-7	I	Slack
0-0000	Alexander	Donnelly	6-10-11	D	Cartwright
0-0000	Demira	R. Shelly	6-10-11	M	R. Slatt
0-0000	Marla	Salve	6-10-11	M	R. Slatt
0-0000	Opredella	Thomson	6-10-11	G	Watkinson
0-0000	Seana	Prudge	6-10-11	G	Watkinson

94	00-0	Top Score, J. Marriage, 8-10-11	Mr. A. Heath 7
97		Chasseur, R. Carter, 5-10-7	D. Briscoe
97	000	Fruit Picker, D. Nicholson, 5-10-7	R. Mangan 8
99	0	Manslave, M. Oliver, 5-10-7	P. Blarney

Huntingdon selections

by Our Racing Staff

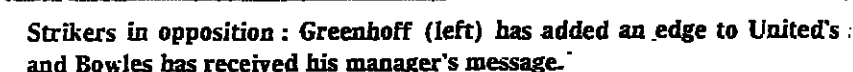
2-4S El Padre. 1.5 Moonstrike. 1.5 Senny Somers. 2.15 Criticism.
4S Wily What. 3.15 COUNT KINURE is specially recommended.
4S Rankborough. 4.15 Oropendola.

by Our Newmarket Correspondent
 .45 Salvage Man. 2.15 Pavement Artist. 2.45 Near and Far. 4.15

Корреспондент.

Silent version of Speaker's Corner

The shipping performance of Bowles at Everton seemed to show that the message had reached even the most erratic yet talented, member of the team. If that is so, Saturday's match should revive



The spirit of the team seemed to go flat and several of last season's most reliable members lost form. Daly drifted out of the side, to be replaced by McIlroy who was moved from the attack into mid-
 the prospect of a fine tie against R. Both teams have something to pro-
 something worthwhile to say.

Norman

Good is not good enough against Connors

Golf
Women trying
by Peter Ryde

Golf

Women trying to better place in world

Commonwealth Games

Africans may

Yaounde, Cameroun. Jan 26.—
African sports leaders will ask
the Organisation of African Unity
to consider reviving the

Africans may end New Zealand boycott

Yaounde, Cameroun, Jan 26.—African sports leaders will ask the Organisation of African Unity (OAU) to consider resuming contacts with New Zealand if that country continues its new policy severing sporting ties with South Africa.

The decision was announced by the executive committee of the Supreme Council for Sport in Africa (SCSA) which has been meeting here this week. A spokesman said that African participation in the 1978 Commonwealth Games in Edmonton, Canada, still

Football
**Liverpool
Toshack
fit for cup**

has missed three matches, hamstring injury, but he yesterday and John Lyall manager, said: "John through very well and is fine. But we will give him a test on Friday as a precaution because he was fit this time last week but missed Saturday's match with Villa."

Belgium's goal scored by their goalkeeper

came from defensive midfielder's centre forward, Graziani scored in the twenty-third minute when van der Daele missed header and left him alone in front of the Belgian goal. Graziani, the advancing goalkeeper, with a low, accurate shot.

Italy made it 2-0 in the seventy-sixth minute when shot into a crowded area deflected into the net. Be-

Yesterday's results

INTERNATIONAL MATCHES: Belgium 1; Israel 1; Greece 1.

Rugby Union.

U.A.U. CHAMPIONSHIP: Quarter, East Anglia 4, Swanssea 13.

OTHER MATCHES: Army 12, C University 12; Bank of England 2; George's Hospital 0; BRNC 4, Fio Arm 12.

SCHOOLS MATCHES: Chester Richard Hale 11; Doncaster 2, No nam HS 8; Dunmore 14, Law Sheriff 6; Habrodders 4; Halcum 0, Brithany 9; St. George's 14; Ealing 10, Lowlands 9; Tiffin 0, W.

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of Swansea
by Cottrell

Cricket

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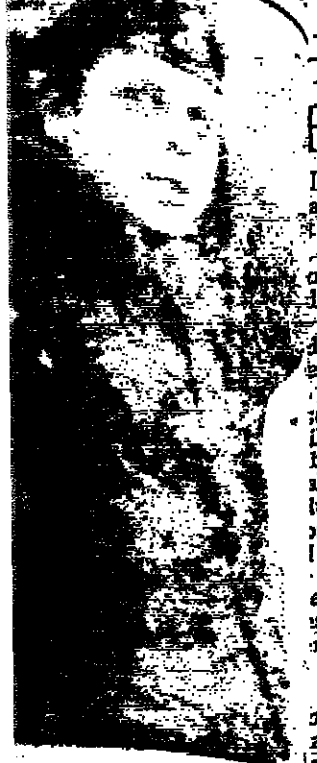
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THE BRITISH ABHOR THE MONOPOLY OF POWER

It is a thing that is at the heart of Lord Bullock's report, but we do not have a name for it. What is advocated is not industrial democracy. The idea of industrial democracy is that who work in a business share democratically in responsibility for managing it. This end they should be given, either on works councils or on boards of directors, the power to choose the management. The objective of industrial democracy is that the workers in a company should feel more closely related to the success of the company, and be able to advance the company in the way that would lead to its success.

Bullock report as signed majority is not concerned with it. It is recommended instead that the company should have the power to nominate their members, and the company should choose the boards of companies. The company would enjoy this right not to view the company but with a view to the continued pursuit of the company's purposes. Board representation does not mean any new issues of principle in the company which already in collective bargaining, by which they may be the managerial process which collective bargaining is inadequate to by itself. Industrial democracy involves the strengthening of the company's power. They could not be apart; they are indeed opposites.

modern bureaucracy tends to acknowledge the legitimacy of trade union intervention in matters far from their original function. They are subject to no general supervisory law and can commit almost all sorts of misdeeds. This freedom from the control of law is a privilege not enjoyed by any other political or social group, nor claimed by any constitutional power since we have chased the last of the Stuart Kings across the Channel.

British society has always abhorred a monopoly of power. It is not anti-trade unionism to oppose oneself to a monopoly of power by trade unions. There is no institution in the country which ought not to be opposed if it made such a claim. We have had in our history successive waves of power. Each of them has been resisted, and each of them in the end has been brought back into balance with the other powers in our society. There is, indeed, great danger to any institution which has the arrogant self confidence to assert its right to such a monopoly. The Church claimed such a monopoly in the Middle Ages. That led first to the ineffective protest of the Lollards, and later to the brutal dissolution of Church power under King Henry VIII. The Crown laid claim to such a monopoly of power in the seventeenth century. It cost King James the Second his throne and King Charles the First his head. In the nineteenth century private wealth claimed such a monopoly; in the twentieth century private wealth has seen itself stripped of almost all its privileges and almost all its protection. The fate of Wolsey is the fate of them all: claim a monopoly of power in Britain and the British will destroy you. It is the healthy genius of our nation.

to make money for the company; and trade unionists have a regular flow of money which is secondary to their chief purpose, which is teaching and research on the one hand and representation of their members on the other. The Bullock Board provides a conceivable structure for the purpose of deliberation; for the purpose of action it does not. People who have never had to make money should have some sympathy for those who do, just as people whose milk comes in bottles should have some sympathy for farmers.

There is also the genuine conflict of interest between the trade unions desire to increase pay and the company's need to control labour costs. At all but the highest level of management it will be unavoidable that trade union negotiations will be liable to take place between a shop steward who has been appointed a director of the company and an executive who has not. How can executives be expected to take responsibility for defending the interests of the company against members of their own board? If the purpose of trade union membership of boards is to pursue collective bargaining, how can the managers, who will not even have a vote for these trade union representatives, sustain the company's interest in the collective bargaining. The lack of concern for the interests of managers below board level is one of the most insulting characteristics of the report. One has the feeling that these eminent men have very little sympathy with, or knowledge of, the exhausting and essential work of middle managers.

Mr Powell's remarks

From Lord Gladwyn
Sir, Mr Powell says that, in default of unspecified, and presumably impossible, "heroic" measures, civil war in this country is now "virtually certain." Because rather more than 2 million out of our 56 million, or about 4 per cent, have more highly pigmented skins than the majority and, for the most part, live in certain urban centres.

Canterbury and Rome

From Mr Geoffrey Woollard
Sir, The Anglican Roman Catholic International Commission's major ecumenical statement has provoked comment and correspondence from eminent and high-powered theologians, but I wonder if its effect on the grass-roots Christian has yet been seriously considered.

Compensating the innocent

From Group Captain Frank Whitworth, QC
Sir, I was recently concerned with a case where a man was charged with murdering his wife. After a trial lasting seven days he was acquitted. That trial started exactly seven months after his arrest. During that time he was—as is the rule in murder cases—held in custody.

Ending unemployment

From the Bishop of Chester
Sir, The concern felt by the whole nation about the numbers of unemployed has certain imponderables which require searching examination. The Government and industry are cooperating in large scale capital investment with the natural hope that equally large scale reemployment will follow. These examples, however, lead me to doubt the accuracy of our traditional connexion between investment and employment.

10 opposites

It is not, therefore, a lack of power to the workers' company; it is a transfer of power to the trade unions. It is not a democratic election of workers' representatives. On the contrary, it is a transfer of power to the trade unions. It is not a democratic election of workers' representatives. On the contrary, it is a transfer of power to the trade unions.

Unworkable

Because it is technically incompetent and is prepared by people who have little or no knowledge of how boards work in practice, the majority Bullock report as it stands could hardly be made to work. The arbitrariness of it can be shown by the 2X plus Y board formula. If there were no agreement to suit the particular circumstances of a company, the law would intervene; the report recommends that in the case of companies with less than ten thousand employees there should be four members of the board who are executives, four who are trade union nominees and three who are the so-called Y element, that is to say people agreed between the executives and the trade unions.

Great damage

The damage that the Bullock report would do must be very great. It would damage industry by directing attention away from all the present problems towards the attempted adjustment to a great incursion of trade union power. It would damage the trade unions by making them seem to be responsible for the whole of the failure of society. To take on a responsibility they cannot hope to discharge is the sure way to make yourself distrusted, and in the end detested. It would discourage young people from pursuing industrial management as a career because the conditions of management and the expectations of management would be made so unattractive. It would discourage external investment in Britain. If Bullock is enacted no one in his right mind will put new money in the hands of Bullock boards, because they will never be united nor qualified to use it. It would destroy the possibility of industrial democracy by capturing the power that might belong to industrial democracy for the trade union leaders. Indeed the very controversy over Bullock will tend to set back the cause of industrial democracy in Britain by making the whole idea suspect.

The majority for EEC

From Mr Paul Butcher
Sir, Mr Scott (January 18) is distorting the facts when he observes "Never within living memory have the British people expressed their political will so positively and independently as when they voted in favour of joining the European Community." Perhaps his memory is a little hazy.

Employees on the boards

From Mr Lewis Cawthorne
Sir, Mr Raison (January 24) is much too late to rescue "democracy" from that great scrapheap of words rendered meaningless by constant and progressive misuse. As the accelerating devaluation of language progresses, more and more words are being thrown away. There can be little doubt that there are cases in which misuse of words is designed to have this result. Although rarely guilty of initiating such misuse, the media necessarily play a large part in assisting its progress.

Iranian growing pains

From Mr Mahmoud Hosseini and Mr Fariborz Mokhtari
Sir, May I enjoy the courtesy of your columns to comment on some aspects of the editorial on Iran (The Times, January 5).

Station renovation

From Mr Tim Brown
Sir, I was interested to read your Planning Reporter's account of the exhibition of railway buildings at the Victoria and Albert Museum.

and unions

R. A. Keable-Elliott
Report of the Joint Working Party on the Ethical Responsibility of the Medical Profession.

Parliament must retain ultimate control

That apart, their proposed solution, an arbitrating body binding on both sides, is frankly naive. The nearest we have ever got to this is the Independent Review Body, but here the government have not only retained the right to overrule any report they find it unacceptable, but have gone further and made it clear that they would reject any report that breached their "voluntary" incomes policy.

Parliament must retain ultimate control

There is no easy solution to the dilemma, but the working party report does not, in my view, provide the answer.

Parliament must retain ultimate control

Mr Douglas Home must not think that the reaction to this particular state of affairs implies that there is an attempt to "dictate" to the National what it produces: though neither he nor Peter Hall could have been unaware of the concern, even within the National itself, that the selection of a modern play might be more happily chosen from those too difficult or costly for the beleaguered commercial theatre to undertake, and not one which had been originally destined for it.

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"We intend to grow at 10% a year. If we do our homework, Midland Bank Group backs us to the hilt"

-Dr Clive Cohen, Chairman and Managing Director, Jaycee Furniture Limited



Dr Clive Cohen, Chairman of Jaycee Furniture Ltd.

Says Dr Clive Cohen, the company's young Chairman and Managing Director: "We intend to grow at the rate of 10% a year in real terms over the next five years.

"There is a great feeling for the English style and traditional English craftsmanship in our export markets. What we really want is to become the best-known producers of this kind of furniture in Europe, the name for traditional furniture."

Export-led expansion

Expansion for Jaycee has always been export-led. Their Tudor, Jacobean and Regency



The top professional people in Jaycee's top jobs. Left to right: E. K. Matthews, Manufacturing Director; C. Cohen, Managing Director; J. M. Furze, Sales Director, and J. R. A. Wallis, Finance Director.

style cabinets, tables and chests are in demand throughout Europe, America, and even as far as Japan. They won a Queen's Award for Exports in 1968 and again in 1973.

The secret behind Jaycee's growth has been their discovery of how to combine modern production methods with traditional craftsmanship without losing traditional quality. That gave them the edge in exports.

Dr Cohen, whose father started the company in 1947, explains:

"More than 60% of our production goes abroad. I think it's true to say we couldn't have grown so fast without exports.

"Promoting our goods"

"My father realised that once some of our larger European customers were sure we could supply their requirements reliably, they would put much more effort into promoting our goods.

"Midland Bank Group has helped Jaycee achieve this—assisting in improving their cash flow by setting up export financing facilities backed by ECGD."



Jaycee products are made in the traditional



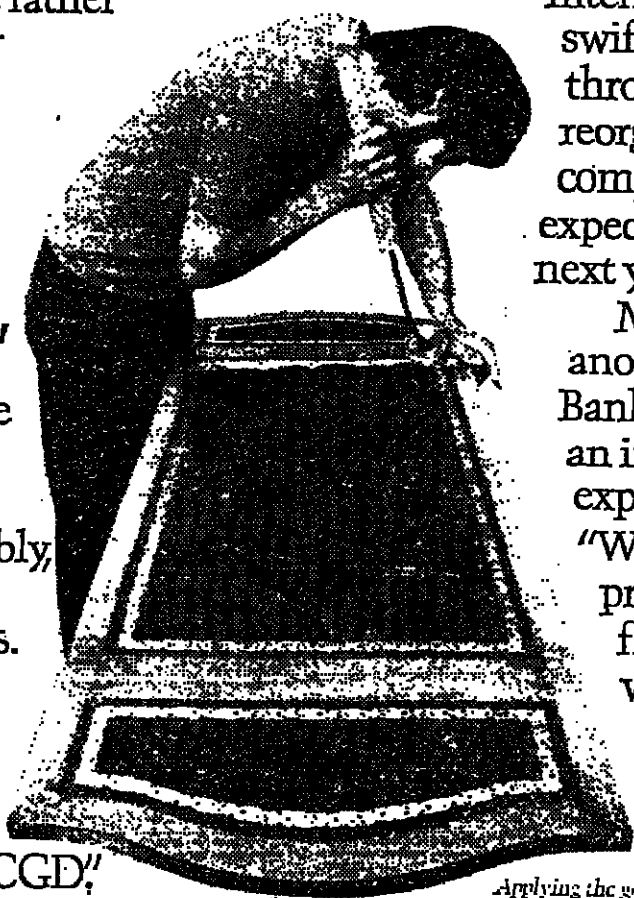
The carver works on each panel individually, after high-speed machines turn them out roughly-shaped.

Reorganising in Europe

Jaycee recently had an opportunity to buy out the minority shareholders in their German marketing subsidiary. Midland Bank

International Division moved swiftly and the deal went through, enabling Jaycee to reorganise their German company, whose sales are now expected to increase by 40% next year.

Midland Montagu Leasing, another company in Midland Bank Group, has also played an important role in Jaycee's export drive. Says Dr Cohen: "We like to deliver our own products safely in our own fleet of vehicles, the trucks we use cost £14,000 a time. We lease most of them, so as not to tie up our capital."



Applying the gold leaf to a skived deck top.

Help from Forward Trust

Dr Cohen and his finance director work very closely with their local Midland manager, Eric Root, at Brighton's North Street branch, discussing all their plans in detail with him.

"He can help us directly through his branch, or introduce us to specialist companies in the Midland Group. For example, Forward Trust has helped us with instalment finance.

"You can practically see the bank's eyebrows shoot up when we tell them about our next new project. But once we've convinced them of our case, they back us to the hilt."



Applying the final polish to a Regency-styled Butler's Tray.

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Midland Bank Group

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General tone stays firm

ACCOUNT DAYS: Dealings Began, Jan 17. Dealings End, Jan 28. \$ Contango Day, Jan 31. Settlement Day, Feb 1.
\$ Forward bargains are permitted on two previous days.



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Car delivery strikers start lay-offs at Leyland

By R. W. Shakespeare

British Leyland has started to lay off workers at its Midland car plants because of the continuing strike and picketing by delivery drivers which has stopped all movement of completed vehicles from nine different assembly areas. It says many thousands of car workers will be idle by the end of this week if the hold-up continues.

The 270 striking drivers, who are employed by James Car Deliveries, are protesting about plans to allow other car delivery companies access to the Rover plant at Solihull where James has a virtual monopoly.

Pickets have effectively blocked all movement of finished vehicles out of Solihull, Longbridge, and the Triumph plant at Coventry. Models affected include Rovers, Land Rovers, Range Rovers, Minis, Triumph 2000s and Dolomites.

The first robe laid off yesterday were 240 workers on Dolomite assembly at Canley, Coventry. A Leyland official said: "Inevitably there will now have to be a progressive shutdown of assembly operations at all of the affected plants unless we can start to move vehicles again."

Car production at the Ford complex at Halewood, on Merseyside, was at a standstill again with 5,000 body shop workers on strike and another 4,500 assembly men laid off.

Last night, district union officials were meeting Halewood shop stewards for more talks on the stewards' complaints that the company has failed to honour agreements made with shop floor representatives, especially over disciplinary action.

Ford has been losing output of about 900 Escort cars a day with a showroom value of about £1.8m.

Cowley rejects deal: Members of the Transport and General Workers' Union at the Cowley car body plant voted yesterday to reject Leyland's fringe benefit proposals. With more than 8,000 members they are the biggest union branch at any Leyland plant.

Manual workers at the neighbouring car assembly plant vote today on recommendations to reject the proposals.

State aero leader's warning on jobs

By Arthur Reed

Air Correspondent

In his first major policy statement on the shape of the nationalized British aircraft manufacturing industry, Lord Beswick, the chairman-elect, said last night that there was no guarantee that every job could be secured with current orders. The scope of opportunities in British Aerospace, as the industry will be known once the nationalization Bill is eventually passed through Parliament, was "wide and hopeful". However, it would be foolish to ignore the immediate problems of over-capacity.

Lord Beswick, who was addressing the Royal Aeronautical Society in London, indicated that the companies to be taken over—the British Aircraft Corporation, Hawker Siddeley Dynamics and Scottish Aviation—will be integrated into two groups, an aircraft group and a guided weapons and space group.

"With our need to export, it is inconceivable that the United Kingdom can afford to give less

than high priority to this aerospace business", he said.

The market was enormous. Estimates indicated a Western world demand, civil and military, but omitting the United States domestic military market, of £11,000m a year by the middle 1980s. Civil aircraft sales over the next decade were assessed at some £26,000m, and of that some 27 per cent were European domestic.

Over the next 25 years European airlines would need around 2,000 new aircraft, while on the military side, about 5,000 combat aircraft would be sold between 1980 and 1990, and of these 3,000 would go to Nato countries.

Lord Beswick commented: "The transfer from private to public ownership does not mean a change from a scene in which independent private entrepreneurs, untrammelled by government considerations, made big deals overnight at the end of a telephone, to an environment in which the dead hand of bureaucracy interferes with every decision."

The new relationship would mean that the industry, the

major potential customers, the major aero-engine manufacturer, the sponsoring department, and the research establishments, were all in the public sector. All the present indications were that they could be put together in a meaningful sense of common purpose and commitment.

There were, however, hazards. For instance, the Treasury would consider financial demands in the context of whatever financial strategy was currently fashionable; and while the probity of the Treasury was impeccable, its practice was not always perfect.

British Aerospace would maintain a complete capability in research design and manufacturing. Collaboration there would certainly be, but collaboration which would enhance, not stunt that complete capability.

There would be a maximum effort to widen the market for aircraft flying, like the Harrier, Jaguar, Tornado and Hawk, and they would expect to play a major part in the design and development of a new military project.



Lord Beswick: problems of over capacity

Rome defers approval of £240m Libya deal

From John Earle

Rome, Jan 26

Italy's government today delayed approval of the Fiat deal with the Libyan Arab Foreign Bank whereby the Turin motor car manufacturer will receive an injection of about 360,000 lire (£240m).

A meeting of the government's ministerial credit and savings committee, which had to approve a capital increase giving the Libyans a 9.6 per cent share in Fiat, was postponed to a date to be decided—possibly Monday.

The meeting was postponed because it also had on its agenda a series of bank nominations, including those of a chairman for Banco di Sicilia, whose office expired seven years ago.

The ruling Christian Democrats want to continue the practice of political appointments to top banking posts. This the Communists and Socialists oppose, saying that nominations should be by merit, and that the Christian Democrats hold

on the banking system was responsible for many of its anomalies.

According to Signor Giovanni Agnelli, the Libyans have given the Italians till mid-February to complete the necessary formalities, failing which the deal may lapse. One of the ministerial credit committee's approval has been received—it has by law to authorize capital increases in companies—Fiat will call a board meeting to determine the timing and modalities for the Libyan subscription of new capital. Two Libyans will also join the Fiat board.

There should be no trouble about meeting the Libyan deadline except that Signor Carlo Donat Cattin, the industry minister in a letter to the Prime Minister has expressed concern about the national security implications of the deal.

Besides its motor car manufacture, Fiat carries out important work on defence contracts. A company spokesman said however that this should not really be an obstacle, as board members do not have access to military secrets.

Italian unions in pact to trim labour costs

From Our Own Correspondent

Rome, Jan 26

Italian trade unions and Confindustria, the confederation of private industry, today announced a series of minor agreements to trim the cost of labour, without weakening the threshold system of automatic wage rises indexed to the cost of living.

Since the negotiations opened in November the three union confederations, CGIL, CISL and UIL, have steadily rejected any whitening down of the threshold system.

Rumours last night that Signor Giulio Andreotti, the Prime Minister, intended lowering from the present 6m lire (€2,500) the annual income level at which threshold benefits would start to be frozen almost caused an eleven-hour breakdown in the talks.

Signor Andreotti overcame union suspicions at a meeting this morning which cleared the way for signature of the agreement this evening.

Under the agreement the unions have conceded that future threshold increases will

be excluded from calculation of severance payments—already much more generous under Italian law than in most other countries.

They have further agreed that industry will work on seven public holidays this year, with corresponding increases in pay. Other features promise greater flexibility in allowing overtime and shift work; encouraging labour mobility; reducing absenteeism and staggering annual holidays.

Different estimates have been produced on the effect of these measures on labour costs, which are rising more rapidly here than elsewhere in Europe. Widespread doubts persist among the Government and industrialists, however, whether the measures will make sufficient impact on inflation, running at more than 20 per cent annually.

It is expected the Government will back them up with further austerity measures, which are down for discussion at the weekly Cabinet meeting on Friday.

LETTERS TO THE EDITOR

The case for British Steel to exploit indigenous iron ore deposits

From Mr D. L. Levi

Sir, Your correspondent Mr David Green (December 23) remarks that "oil is the last major source of capital we have to create a strong industrial potential". Although widely held, this view appears to be mistaken. Our unexploited iron ore resources probably have a value exceeding that of North Sea oil, even accepting Dr Mabon's high estimate of £200,000m for the latter.

Two years ago I drew attention in your columns to techniques for using low grade domestic iron ores in steelmaking. These permit steel to be made cheaply from a wider range of ores than can be used in existing practice.

The relatively small United Kingdom ore deposits currently worked, if (as is possible) used to replace imported ore, can be shown to be worth

at present prices about £15,000m. But there are also far larger reserves of other iron ores, unsuited to conventional steelmaking (and so previously ignored) which can now be used as economic sources of steel. No complete analysis of the relevant geochemical data has been made, but there is little doubt that, taking this second type of ore into account, the total value of our largely unused iron ores exceeds the £200,000m suggested as the value of our oil.

In my earlier letter I pointed out the risk inherent in the British Steel Corporation's plan to base its costly investment programme on the exclusive use of imported ore in that rising ore prices could eventually become a burden on the whole economy. This programme seems since to have been largely suspended, so that the future form of the in-

dustrial can now be considered more realistically. A aim in this should be of our own, in place of imported iron ores.

Vast expenditure need be involved, since plants are likely to be able for the purpose may be ideally sited—present evidence is seen Edw Vale (the first closure under BSC's "strategy") may be an best.

Mr Green mentions £15,000m has so far needed to exploit Nor oil. A fraction of this suffice to exploit our more valuable iron ore. Yours faithfully, D. L. LEVI, Director, Clarion Research Assoc 29 Polstead Road, Oxford, January 19.

A rescue scheme for the asbestos cement pipes industry

From Mr R. K. Day

Sir, Mr Harris (January 19)

states plainly the plight in which the Concrete Pipe Manufacturers find themselves after the Government's moratorium on expenditure by the regional water authorities.

The asbestos cement pipes industry finds itself in a similar position, but the effect of the moratorium may be greater than appears at first sight.

Much of the output of our pipe factories is committed to export markets. Our ability to export depends to a very great degree on our having a viable home market—principally that

of the regional water authorities. The Government rightly seeks to cut expenditure. But if these cuts lead to factories being closed, both jobs and exports will be lost.

The situation could be eased if the Government were to modify its present drastic moratorium by allowing regional water authorities:

(i), to place advance orders, enabling manufacturers to continue production and the water schemes themselves to recommence on the day the moratorium ceases;

(ii), to purchase pipes

required for current a phase housing development (iii), to purchase pipe plants with the ex measures being undertaken during last summer's c and

(iv), to purchase p those schemes where clear public health risk from failing sewers. Yours faithfully, R. K. DAY, Chairman, Cement Asbestos Association, 602 Castle Lane West, Bournemouth, BH8 9UF January 21.

Workers' role in German industry

From Mr W. Harris-Burland

Sir, In his letter on the German economy (January 6) Lord Kaldor states that workers' participation in German industry was originally imposed by the occupying powers (on the suggestion of the British Labour Government) as a compromise solution between handing back the enterprises to Messrs Krupp, Thyssen & Co (which the Americans wanted) and turning them into state enterprises (which the British preferred).

As the British official in Düsseldorf who was responsible for first introducing worker participation (or co-determination as it was then called) into German industry I

request that the appointments to these companies' supervisory and management boards should include representatives of the trade unions and workers.

He made his proposals at a meeting with Dinkelbach and me on October 15, 1946; we readily accepted the principle and at subsequent meetings all details were agreed, including the identity of individual directors of each of the companies as they were formed. In all 25 were formed; the first four began operations on March 1, 1947, and the last two on April 1, 1948.

The reorganization plan, including the intention to give effect to co-determination in the new steel companies, was reported by me to London in early 1947 with the help of Sir Reginald Wilson who was visiting Düsseldorf at the time. He took the report to London and obtained government approval to it.

Apart from this general approval, I do not remember receiving, at any stage, the least support, advice, or instruction from above on the advisability or otherwise of introducing co-determination into German industry. From the occasional visits of ministers and officials from London one had the impression that the subject evoked little interest; and in so far as there was any, it was viewed with disfavour by the British trade unions, and by the Labour Government with lukewarm approval as a temporary, local, expedient.

This indifference was understandable in view of the enormous number of important and pressing problems facing the British Control Commission in the immediate postwar years;

and in the generally conditions it was off cult for those in the know what was in the those at headquarters don and, no doubt, vice

If Lord Kaldor knows responsible Labour MI official who was advoc introduction of a nation in the German industry in 1946 and shall be interested to him. He certainly as they were formed. In all 25 were formed; the first four began operations on March 1, 1947, and the last two on April 1, 1948.

The instruction to the German steel industrialization was w mally cancelled, but advent late in 1947 c can aid and influen British zone of concro was tacitly dropped. time co-determination firmly established ic operating steel comp was working r smoothly.

Probably those Labour Government been advocating natio of the German steel when they saw their unsustainable, were pr console themselves w termination as a s But that it was d devised as a comprom stitute by the Labour ment is simply not h with the facts.

Yours faithfully, W. HARRIS-BURLAND formerly head of No man Iron and Steel Co United Kingdom c Combined Steel Group dorf, 27 Cheneys Avenue, Little Chalfont, Amersham, Buckinghamshire, HP6 January 8.

Motor industry exported record £3,278m last year

By Edward Townsend

Britain exported motor industry products last year worth a record £3,278m against imports valued at £1,670m, according to figures issued today by the Society of Motor Manufacturers and Traders.

More than half of the value of all motor imports was accounted for by built-up cars, where value rose 72 per cent compared with 1975 to £886m. In contrast, British car exports rose in value by 31 per cent to £632m.

The major increase in the value of imported cars once again underlines the growing success of foreign manufacturers in the United Kingdom market, and will add weight to demands for action to curb foreign car sales. A recent report from the Economist Intelligence Unit predicted that imports this year will capture more than 40 per cent of the market.

The SMMT figures show that

Britain's greatest strength abroad is in sales of components parts and accessories. Exports of these were worth £1,502.5m, a growth of 31 per cent on 1975, and accounted for 46 per cent of the motor industry's total exports. Cars represented 19.3 per cent of exports and commercial vehicles 16.7 per cent.

Other motor products, which includes tractors, off-road vehicles, industrial works trucks and tractors, and containers earned a further £595m, a rise of 12 per cent. Lorry and van sales overseas stood at £548m for the year, a rise of 28 per cent, while imports, at £122.7m, were 36 per cent up.

In the United States, sales of American cars rose 15 per cent earlier to £22,922. Industry analysts forecast the total January sales of United States cars would be between 625,000 and 650,000 units.

Most of the rise came in the big car section. General Motors sold 17 per cent more with two large car divisions in the lead. Ford sales were up 24 per cent.

IN BRIEF

Bonn annual trade surplus at £8,023m

From Peter Norman

West, Jan 26

West Germany achieved another huge surplus in its trade with the rest of the world last year, according to figures released today by the Federal statistics office in Wiesbaden.

Although the surplus declined slightly from the DM37,276m achieved in 1975 and was appreciably below the record DM50,846m surplus of 1974, exports last year still exceeded imports by around DM34,500m (£8,023m).

According to provisional figures drawn up by the Federal Bank, West Germany's balance of payments surplus on current account totalled DM8,500m in 1976, compared with DM9,500m in 1975. However, West German's import bill increased nominally by one fifth to DM221,600m, against a 16 per cent rise in exports to DM256,200m.

Building orders down

November new orders for construction work in Britain

totalled £589m, according to provisional statistics issued yesterday by the Department of the Environment. Seasonally adjusted total new orders for September to November were 7 per cent down on both the previous three months and on the same period in 1975.

New orders in the public housing sector in the three months September to November, 1976, were 17 per cent below those in the preceding quarter. Private housing orders were down 7 per cent. Public works orders increased 7 per cent in the quarter. Private industrial building orders rose 14 per cent.

CBI doubts on Japan

Tough and frank discussion with the Japanese about unfair competition was paying dividends, Mr John Whitehorn, the Confederation of British Industry's deputy director-general, said in London yesterday.

However, at a meeting last week with officials from the Japanese Ministry of Inter-

national Trade and Industry, the CBI had stressed that Tokyo's promises to open their market to British goods remove unfair trading practices would soon have to be translated into action.

Mr Whitehorn told a conference on "Dumping and disruptive imports" that if there was no evidence forthcoming of such action, the CBI would advise the Prime Minister to take a tough line at the next meeting of the EEC Commission.

Remploy recruiting

An upturn in business in the North-east for Remploy, the Government-backed company with a £20m national sales turnover, has meant that four of its factories in the region have resumed recruiting. The company, which employs physically and mentally handicapped people, is taking on production workers at Ashington, Hartlepool, Sunderland and Spennymoor.



Dunford & Elliott Group

Dunford & Elliott Limited Offer by Lonrho Limited

Lonrho Limited has announced offers for the Ordinary and Preference Shares in Dunford & Elliott Limited and for its Convertible Debenture. These offers are being recommended by the Board of Dunford & Elliott. The terms of these offers are as follows:

For each:

Ordinary Share	75p in cash (cum dividend)
Preference Share	213p in cash
£1 Convertible Debenture Stock	80p in cash

The offers are subject to certain conditions which are set out in full in the announcement of the offers, a copy of which is being sent to shareholders.

The Directors of Dunford & Elliott, who have been advised by Morgan Grenfell & Co. Limited and Grindlay Brands Limited, consider these offers to be fair and reasonable and recommend all shareholders and holders of the Convertible Debenture Stock to accept.

These offers are significantly better than those of Johnson & Firth Brown Limited and shareholders should completely ignore JFB's offers. If you have already accepted the JFB offer you are strongly advised to withdraw your acceptance. This may be done by immediately completing and returning the form of withdrawal which has been sent to shareholders. If you do not have such a form please telephone Mr. Holdway at 01-588 4545.

The Directors of Dunford & Elliott Ltd. have taken all reasonable care to ensure that the facts stated and opinions expressed herein are fair and accurate. All the Directors of Dunford & Elliott Ltd. jointly and severally accept responsibility accordingly.

TO THE EDITOR
Steel to
re deposits

BY THE FINANCIAL EDITOR

Shareholders under siege

Shareholders of a company are at the ultimate risk so that the company should not be run in the interests of the shareholders but in the interests of the management. To deprive them of control while the company remains in the hands of a few is a serious threat to the company's future. The shareholders' rights should be protected and the company should be run in the interests of the shareholders.

Henlys Heron's profit so far

Heron Corporation is currently showing a profit of more than £400,000 on the 25 per cent stake in Henlys, which it purchased from Brown Brothers Corporation last October.

Despite further buying in the market, which has increased that stake to nearly 27 per cent, Heron has yet to make its intentions clear. The questions of whether or not the group intends to launch a full bid or indeed whether it might be tempted to take its profits and return to the stock market are likely to overhang the Henlys share price from some time to come.

However, in view of current prospects there may be good grounds for believing that Heron has already left any acquisition designs it did have a little too late.

After three years of declining profits, Henlys is now on a strong recovery tack. A 37 per cent drop in first half profits has been more than recouped by a 26 per cent improvement to £1.5m in the traditionally stronger second half.

British Leyland supply problems remain a crucial factor but the situation is still improving and sales so far this year are running well ahead of the same period last year. Although margins will come under greater pressure as Leyland moves closer to satisfying domestic demand the group could well return to the 1972-73 profit levels of nearly £3m this year.

Thus the group should be able to command a high price for any would-be suitors even though earnings prospects further ahead remain clouded.

Even so, with the shares up 3p to 82p yesterday yielding a solid 11 per cent and the prospect of the current p/e ratio of 10 dropping to nearer 6 next year, shareholders need be in no hurry to take profits yet.

Final: 1975/76 (1974/75)
Capitalization £9m
Sales £122m (£121m)
Profit before tax £1.5m (£1.86m)
Profit after tax £1.2m (£1.4p)
Dividend gross 9.08p (8.25p)

Standard Trust First Moves
For shareholders in Standard Trust there are just two options open at the moment. The first is to sell their shares in the market and with last night's price at 125p—take a handsome profit on any purchases made ahead of the British Rail Pension Funds announcement.

If Bullock prevails, shareholders will more than ever be reduced to a passive role. Their legally-sanctioned influence would be limited to voting only on the company's most important decisions. Undoubtedly this is what many would do, counts. First, there is no reason at this stage to assume that a bid will not emerge. Standard Trust's directors have, as expected, pointed out that the putative value attributed to it does not reflect adequately the value of the investments attributable to the ordinary shareholders.

The problem with that argument, of course, is that the market price ahead of this approach did not reflect it adequately either; and secondly, holders can not reasonably be asked to discriminate between degrees of inadequacy in anything other than pounds and pence. However, the British Rail Pension Funds are evidently open to discussion of the difference—a possible 32p—between each version of what the shares are worth—and there is no reason to suppose they will not reach an agreement.

If there is no agreement, then it is of course possible that Standard's shareholders will find themselves back where they were—but it isn't likely. For there has been a certain amount of takeover activity in the investment trust sector over recent months, and it is probable that there is, as come, as other institutions act to obtain the benefits of an easy entry into equities, given a market in which dealings are so thin that it is difficult to do anything without setting prices moving.

In the unlikely event of the Standard deal falling through, it is possible there will be others to keep the discounts shrinking. And even if there are not, the discounts may be set to decline anyway. Certainly, on the arguments which James Capel has recently been propounding, that the fashion in which investment trust shares have underperformed is related principally to disenchantment with their poor relative performance in income terms, and that this is now set to change as overseas companies step up their dividends and/or protect and offset their share take-home bonuses, the improvement seen in the sector recently has further to go.

It could be, indeed, that the British Rail Pension Funds bid turns out to have been an opportune attempt to take advantage of a sector now due for a big re-rating.

Dunford & Elliott Lonrho to the rescue
So much for Dunford & Elliott's battle for independence at almost any price. The tangled, protected and often bitter take-over battle for Dunford has now received the Alexandrian treatment from Lonrho, which has sliced through the Gordian knot of contested profits forecasts, legal action and general aggravation surrounding Johnson & Firth Brown's bid for the company with a £15.2m cash offer that must, given the support of Dunford's board and the apparent enthusiasm for the offer from its main institutional shareholders, be considered a lock-out bid.

Just what the unions involved have to say about forming part of the Lonrho empire, and just what the Monopolies Commission may feel about what is still a highly controversial group taking over such a politically sensitive and economically strategic stake in the private sector remains to be seen. But short of political opposition it appears that Lonrho's Mr Roland Rowland is to be a steel baron. Dunford shareholders, who have seen their shares rise from 15p to the offer price of 75p in three months, will no doubt be pleased to allow him that title.

But Sir Mark, then 69, acknowledged that his was not a long-term appointment and told us shortly afterwards that he intended to split the roles of chairman and chief executive. So now he has gone at least half way.

Frame's elevation and the announcement that Jean-Loup Dherse has joined the board will inevitably lead to speculation that RTZ is going into the energy field in a bigger way than it already has. Frame spent 13 years as director of the reactor and research groups of the United Kingdom Atomic Energy Authority and is a part-time member of the Central Electricity Generating Board, while Dherse spent seven years in the French civil service involved with oil and gas.

Frame said yesterday, however, that the appointments did not indicate any change of direction of the group.

Lord Plowden, right, argues that the proposals in the majority report are unworkable and damaging to industry

Bullock—a setback for worker participation

Like the great majority of industrialists I am a strong supporter of what has come to be called involvement or participation. To a growing extent, and rightly, people wish to participate in decisions that affect their working lives. It is essential that machinery for this should exist in companies of any size.

All my experience as an industrialist convinces me that participation, if it is to be effective, must begin at the grass roots, on the shop floor and in the office. No formal top level machinery will work until a suitable "infrastructure" has been established and is operating successfully.

Much of industry has been active in developing participation for a long time. The last 10 years, although a great deal remains to be done. To equate the proposals of the majority report to the parliamentary reform Bills of a hundred years ago is nonsense. It is not comparing like with like. The proposals of the majority report are not achieved for almost a hundred years.

The Confederation of British Industry has long accepted the vital duty of companies to take account of the interests of employees and has strongly advocated effective employee participation. The Bullock report quotes approvingly from the CBI's report *The Responsibilities of the British Public Company*, published in 1973.

It is important to understand the background to the way the committee reached its recommendations which split the committee itself and resulted in two reports, a majority report and a powerful minority report signed by the three experienced industrialists on the committee.

The terms of reference of the committee were drawn up in such a way as to preclude consideration of whether employees' representatives should be appointed to the board but only how this should be done.

Contrary to normal practice, the CBI was not consulted before the committee's terms of reference were settled. It was merely informed after the event.

The Bullock committee was sensitive to the criticism of its terms of reference. In the introduction to the report it claims that: "we have interpreted our terms of reference widely."

Nevertheless the committee regarded itself as firmly committed to the terms of reference in chapter 8. "The extension of industrial democracy, to which our terms of reference refer, can only be achieved in our view if there is direct representation of employees on company boards."

The overwhelming impression made on industry by the majority report of the Bullock committee is that it is not so much a genuine attempt to improve employee participation in British industry as a bid to introduce a new form of control.

trade unions which already engage in collective bargaining. It simply creates an additional means by which they may influence the managerial process.

In reality the proposals do raise fundamental issues about the conflict between the role of trade unions in collective bargaining and the responsibility of a director to balance the different interests of shareholders, employees, customers, suppliers and the public at large.

The committee's prescription does nothing to resolve this problem but, in essence, simply, an extension of collective bargaining into the boardroom, which cannot be the proper place for it.

The committee was required to take account of practice in EEC and elsewhere. It argues for aspects of employee participation in Germany and Sweden, particularly in Germany. But it makes little of the fundamental differences between Germany and the United Kingdom in trade union objectives, attitudes and organization, as well as in social and political traditions, experience and behaviour.

Perhaps the most important single difference between Germany and the United Kingdom is that Germany has a national trade union structure, one union for each industry, 16 in all. In the United Kingdom there were

491 trade unions recorded by the Department of Employment in 1974, of which about 111 were affiliated to the TUC. It also disregards the great difference between the two-tier system through which employee participation is secured in Germany and the proposals for employee representation on a unitary board.

The following extract from the minority report explains the way participation evolved in Germany and Sweden: "The new 1976 law in Germany has followed a century of debate, 30 years of experiment and 25 years of practical experience. The new Swedish laws have evolved gradually over at least 25 years, since the first 'cooperation agreement' between the Swedish Employers' and Labour Organisations was signed in 1946."

"Indeed, we know of no country in the world in which management representation at board level has not been preceded by an extensive mandatory development of sub-board structures which have been seen as important both as structural building blocks and as means of developing in management the attitudes and skills necessary for the parties to work together to a single aim."

Industry believes that participation arrangements within companies should be flexible and adapted to individual needs. It cannot be expected to agree to take part in any consultations with Government or

come out 100 per cent against Bullock he has had to refrain from comment and reserves his company's position.

The TUC if the condition for these is prior agreement to implement the proposals of the majority report.

The proposals of the majority report would destroy the free enterprise system and the mixed economy, as we know it, because they would create the conditions for polarization of interests within boards of directors whose collective responsibility is to run their businesses efficiently.

The proposals, if upheld, would be intensely damaging to the morale of managers and the good management of our major companies at a time when all our efforts must be concentrated on good industrial relations, efficient production and competitive marketing.

The proposals would be extremely complicated to put into practice and are also inherently unrepresentative since they would disenfranchise managers and other employees who were not members of trade unions.

I think it will be found that industry is implacably opposed to the Bullock proposals for the imposition by law of employee representatives on company boards. There are other and much more effective ways of improving employee participation in industry, as the CBI pointed out in its evidence.

The CBI has proposed participation agreements based on the employees' right to extensive and regular communication and consultation for all companies employing more than 2,000 people.

The first basic requirement of industry that any new system must provide for the involvement of all adult employees: it should not be restricted to those who are members of trade unions.

In the CBI's view companies should be obliged by law to reach a participation agreement within a stated period of time. If this cannot be done then that same law would bring in an arbitration agency to put forward a solution, which if agreed by employees, would be binding on the company.

The majority report of the Bullock committee is, I believe, unworkable and damaging, and is an opportunity missed. It shows singularly little understanding of what the man or woman on the shop floor really wants, which is a say in the things that affect their daily lives.

The inquiry could have been a valuable impetus to greater employee participation. Instead it is likely to create new divisions between management and unions at a time when cooperation and real participation are desperately needed.

The 'orse 'e knows above a bit...

The 'orse 'e knows above a bit, the bullock's but a fool. The elephant's a gentleman, the battery-mule's a mule. But the commissariat cam-e-l, when all is said and done, E's devil on a ostrich an' a orphan-child in one.

Available historical scholarship gives no warrant for the view that when Kipling wrote these lines he was musing on the introduction of industrial democracy into the world. Perhaps the historical scholarship (see Dr A. L. Rowse) in the face of overwhelming internal evidence.

Who can seriously doubt that Kipling, anticipating David Low's embodiment of the TUC as a cart-horse and the standard American representation of political parties of right and left as elephants, and as respectively wished to give the clearest possible warning—in the light of the well-known dangers of having a committee to design any kind of functioning organization—of the inevitable outcome of the Bullock inquiry?

"A devil on a ostrich an' a orphan-child in one" is unlikely, after all, to be surpassed by a classic assessment of Bullock's (2x + y) formula for the future management of British industry. Management by compromise objectives at its worst management by deadweight on a coherent basis for running anything, unless perhaps it is a committee (and the world market for the kind of "camels" they produce is distinctly thin).

The Bullock committee, for all their correct perception that the modern proletariat is no longer willing to "jump on" have totally failed to grapple with the fundamental theoretical problem of the behaviour of an economic system made up of units with blurred objectives. It is not just that the units may be badly managed by conventional criteria but that in the absence of a clearly defined "maximand" (quantity to be maximized) the system as a whole loses all coherence.

The central nervous system becomes paralysed. Behaviour becomes random. Adam Smith's "hidden hand" succumbs to the shakes; and there ceases to be any reason why resources in the economy should be allocated optimally, or indeed, at all, to the satisfaction of consumer preference, which remains the sole ultimate purpose of all economic activity.

In practice government will be the one expected to bridge the widening gulf between producers and consumers, a trick which as we have at last begun to realize, it can only pull off by inflating faster than the producers thought it was going to inflate. So cutting down to size their excessive self-awarded rewards, or by importing the difference from abroad. Since neither of these methods can for long without collapse, a collapse which is then customarily blamed upon government, the whole arrangement including the system of government which presides over it, is inherently unstable.

The coherence of the economic system requires either omnipotent and omniscient government which can coerce, without undue cost or friction, all economic agents to conform to some definable social optimum or a system of rules within which independent agents will, by pursuing what they perceive to be their own interests under those rules, tend to promote the social optimum.

Neither theory nor practice encourages confidence in total government as the answer. It is apparent that classic capitalism, whatever its textbook merits, is not going to be allowed to be that system of rules. For, those rules cannot admit either of collective bargaining (except at an intolerable price in unemployment or hyper-inflation) or of administered prices for labour.

No political way exists (nor could it be enforced) to restore individual bargaining, which is the only way of making capitalism work. For, that would mean outlawing trade unions, or at least what their members believe to be the present *raison d'être* of trade unions.

The so-called "mixed economy", which seeks to escape from the intolerable and the unworkable by embracing both, offers no solution. The fact that, as Lord Bullock, who is unquestionably a wise man, said yesterday, "the report starts from the assumption of a mixed economy", explains its essential inadequacy. What system of rules then is there?

Capital (whether publicly or privately owned) is, therefore, debarr'd from being the entrepreneur of productive units, dealing at arm length with creditors, suppliers, customers, employees and government. Yet there must be an entrepreneur in the sense of a primary force which carries on the activity, subject to the constraints of the commercial and legal environment, with a view to maximizing its own interest.

If capital cannot perform this role, it is natural to ask whether labour, dealing at arm length with creditors the capital market, suppliers, customers and government. My own conclusion, urged in my 1975 Winston Memorial Lecture, is that it can.

Indeed, a general system of workers' cooperatives in a market economy offers the only chance of reconciling high employment with currency stability and democratic government, because it is the only way that collective bargaining can be permanently put to sleep. It is also the only way that government can withdraw from the domain of the market-place sufficiently to remain viable.

The Bullock inquiry would have justified its labour only if it had investigated the theoretical and practical issues posed by the evolution of an economy based on workers' cooperatives operating through market forces.

Instead Bullock offers: a further blurring of the entrepreneurial identity and maximand of productive units; demoralization of capital combined with the retention of sufficient vestiges of the "us-and-them" division of industry for about negativism to continue to thrive.

reinforcement of the power of trade union bureaucracy at the expense of actual workers; and the certainty that government will be drawn deeper and deeper into the mire of total responsibility, with the potential for an economy that can no longer satisfy even the minimum needs and expectations of the people.

Peter Jay
Economics Editor

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Business Diary: Paper chase • Sir Mark and after

told an approving tale when she was a dinner of Refrigeration, the first woman to be elected to the organization's 77th anniversary dinner.

ed the difficulties of managing DEC Refrigeration, a three-quarters of a century old company, in sending some 100 letters to the "armies of British cold" a few permits the route through which she was being auct-

tion was done in ere there was a ries waiting for ment, and at last e sent slowly and o their way. Mrs Doyle reserved pleasure for the of British bureau- customs officers, r bank officials, and civil ser- f the two-thirds of do not spin or only object seemed event my goods an."

job satisfaction, was to spot minor of their massive d work to have it



UDEC's Mavis Doyle: refrigeration's first lady.

Export Year jointly declared by the Government, TUC, CBI and other business organizations. In line with her perception of the complexity of things, this "year" began on 1 January, but last June, and is to be not 12 but 19 months long.

Mrs Doyle's company is a subsidiary of the quoted Capper-Neill Group, she took over UDEC eight years ago when it was making losses. In the year to March 31 last the company made a record profit and built up a large overseas order book.

A qualified engineer, Mrs Doyle is a member of the Institute of Refrigeration Council and the only woman in the institute. Her husband, Noel, is a plant efficiency engineer at UDEC whose plant is at Washington, Co Durham.

announcement that 47-year-old Alistair Frame has become deputy chief executive to Sir Mark Turner, who is also chairman of the international mining group.

The manoeuvrings among executives were caused by the death of Sir Val Duncan in December, 1975. However, his place was quickly taken by Sir Mark, one of the triumvirate (the other is non-executive director Roy Wright) which had built up RTZ.

But Sir Mark, then 69, acknowledged that his was not a long-term appointment and told us shortly afterwards that he intended to split the roles of chairman and chief executive. So now he has gone at least half way.

Frame's elevation and the announcement that Jean-Loup Dherse has joined the board will inevitably lead to speculation that RTZ is going into the energy field in a bigger way than it already has. Frame spent 13 years as director of the reactor and research groups of the United Kingdom Atomic Energy Authority and is a part-time member of the Central Electricity Generating Board, while Dherse spent seven years in the French civil service involved with oil and gas.

Shackleton, who is 66, will continue as deputy chairman and act as chairman in Sir Mark's absence.

All the disclaimers notwithstanding, however, Frame would seem to be the heir apparent.

British Leyland's continued membership of the Engineering Employers Federation must be in question after the federation's bitter attack on the Bullock committee report on worker directors. As a state-financed company Leyland can hardly be expected to continue to support an organization which has pledged itself to "resist any attempt to implement this report to the limit of our resources and we trust will be able to do this successfully without having to challenge the law."

Moreover, under pressure from Eric Varley, the Industry Secretary, and Lord Ryder's National Enterprise Board, British Leyland has already moved a long way towards worker directors with the establishment of a joint-management committee at plant, division and company level.

come out 100 per cent against Bullock he has had to refrain from comment and reserves his company's position.

British Leyland is the last of the big motor groups to remain in the federation. Its impending withdrawal has been a recurring rumour for several years.

Bullock could be the deciding factor.

Hard on the end of the January sales Lord Samuel, whose 1870m Land Securities investment Trust ranks as the world's largest property group, is offering a 2.63 acre Vauxhall development site to the highest bidder over £1.

Knights Frank & Rutley have been instructed to accept the highest tender over £1 made by 12 noon on February 9. So the South Bank site, worth upwards of £6m at the height of the property boom, could change hands for petty cash. It was acquired by Land Securities in 1950.

As with so many other central London schemes, the delay in planning delays have sapped the developers' enthusiasm, killed any profit on building and left yet another barren space beside the Thames.

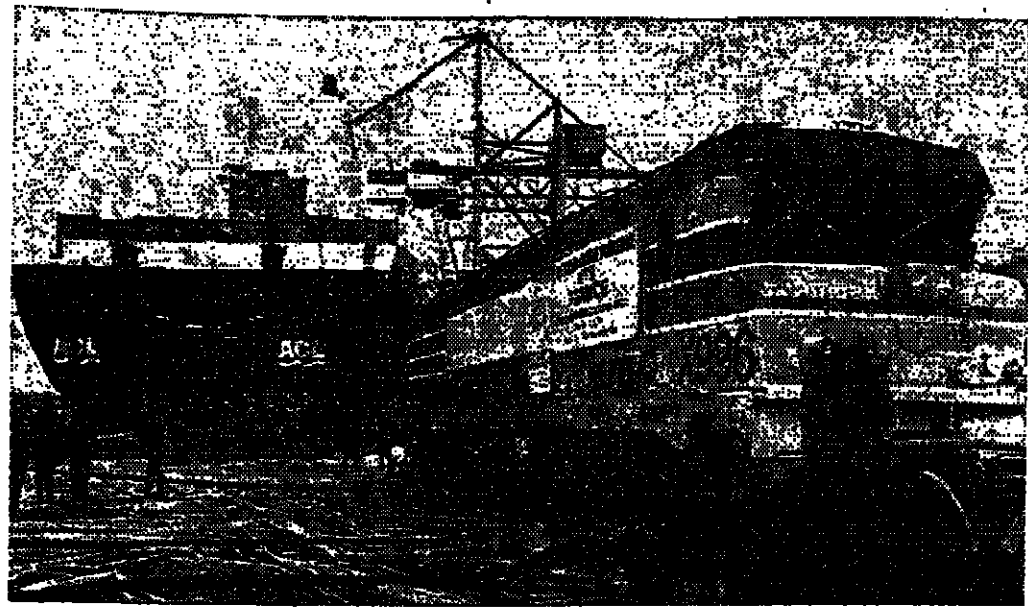
In any case, although Land Securities did not pursue initial plans for 300,000 sq ft of offices and 100,000 sq ft of houses, talks with the planners show that Lambeth Borough Council and the GLC are now thinking of a purely residential scheme. Lord Samuel is no housebuilder and probably no householder on such a prime site.

NOTICE OF REDEMPTION to the holders of GENERAL MILLS FINANCE N.V. (now General Mills, Inc.)

8% Guaranteed Debentures Due 1986

NOTICE IS HEREBY GIVEN THAT pursuant to the provisions of the Indenture dated as of March 1, 1971 among General Mills Finance N.V., General Mills Inc., as Guarantor, and Bankers Trust Company, as Trustee, as supplemented by a First Supplemental Indenture dated as of May 15, 1974, \$750,000 principal amount of the 8% Guaranteed Debentures Due 1986 have been selected for redemption on March 1, 1977 through the operation of the Sinking Fund. The numbers of the Debentures selected for redemption are as follows:

The numbers of the Deputes selected for redemption																	
4452	5148	6325	7352	8253	9362	10096	10950	12649	13274	14757	16078	17260	18765				
4453	5149	6326	7353	8254	9363	10107	11008	12681	13388	14818	16118	17321	18827				
4454	5222	6382	7386	8302	9376	10116	11042	12689	13395	14818	16118	17321	18827				
4455	5241	6394	7397	8321	9384	10140	11119	12813	13519	14942	16242	17445	18951				
4456	5242	6395	7398	8322	9385	10141	11120	12814	13520	14943	16243	17446	18952				
4457	5243	6406	7411	8331	9403	10183	11198	12917	13930	15861	16713	17839	18846				
4458	5244	6407	7412	8332	9404	10184	11199	12918	13931	15862	16714	17840	18847				
4459	5245	6408	7413	8333	9405	10185	11200	12919	13932	15863	16715	17841	18848				
4460	5246	6409	7414	8334	9406	10186	11201	12920	13933	15864	16716	17842	18849				
4461	5247	6410	7415	8335	9407	10187	11202	12921	13934	15865	16717	17843	18850				
4462	5248	6411	7416	8336	9408	10188	11203	12922	13935	15866	16718	17844	18851				
4463	5249	6412	7417	8337	9409	10189	11204	12923	13936	15867	16719	17845	18852				
4464	5250	6413	7418	8338	9410	10190	11205	12924	13937	15868	16720	17846	18853				
4465	5251	6414	7419	8339	9411	10191	11206	12925	13938	15869	16721	17847	18854				
4466	5252	6415	7420	8340	9412	10192	11207	12926	13939	15870	16722	17848	18855				
4467	5253	6416	7421	8341	9413	10193	11208	12927	13940	15871	16723	17849	18856				
4468	5254	6417	7422	8342	9414	10194	11209	12928	13941	15872	16724	17850	18857				
4469	5255	6418	7423	8343	9415	10195	11210	12929	13942	15873	16725	17851	18858				
4470	5256	6419	7424	8344	9416	10196	11211	12930	13943	15874	16726	17852	18859				
4471	5257	6420	7425	8345	9417	10197	11212	12931	13944	15875	16727	17853	18860				
4472	5258	6421	7426	8346	9418	10198	11213	12932	13945	15876	16728	17854	18861				
4473	5259	6422	7427	8347	9419	10199	11214	12933	13946	15877	16729	17855	18862				
4474	5260	6423	7428	8348	9420	10200	11215	12934	13947	15878	16730	17856	18863				
4475	5261	6424	7429	8349	9421	10201	11216	12935	13948	15879	16731	17857	18864				
4476	5262	6425	7430	8350	9422	10202	11217	12936	13949	15880	16732	17858	18865				
4477	5263	6426	7431	8351	9423	10203	11218	12937	13950	15881	16733	17859	18866				
4478	5264	6427	7432	8352	9424	10204	11219	12938	13951	15882	16734	17860	18867				
4479	5265	6428	7433	8353	9425	10205	11220	12939	13952	15883	16735	17861	18868				
4480	5266	6429	7434	8354	9426	10206	11221	12940	13953	15884	16736	17862	18869				
4481	5267	6430	7435	8355	9427	10207	11222	12941	13954	15885	16737	17863	18870				
4482	5268	6431	7436	8356	9428	10208	11223	12942	13955	15886	16738	17864	18871				
4483	5269	6432	7437	8357	9429	10209	11224	12943	13956	15887	16739	17865	18872				
4484	5270	6433	7438	8358	9430	10210	11225	12944	13957	15888	16740	17866	18873				
4485	5271	6434	7439	8359	9431	10211	11226	12945	13958	15889	16741	17867	18874				
4486	5272	6435	7440	8360	9432	10212	11227	12946	13959	15890	16742	17868	18875				
4487	5273	6436	7441	8361	9433	10213	11228	12947	13960	15891	16743	17869	18876				
4488	5274	6437	7442	8362	9434	10214	11229	12948	13961	15892	16744	17870	18877				
4489	5275	6438	7443	8363	9435	10215	11230	12949	13962	15893	16745	17871	18878				
4490	5276	6439	7444	8364	9436	10216	11231	12950	13963	15894	16746	17872	18879				
4491	5277	6440	7445	8365	9437	10217	11232	12951	13964	15895	16747	17873	18880				
4492	5278	6441	7446	8366	9438	10218	11233	12952	13965	15896	16748	17874	18881				
4493	5279	6442	7447	8367	9439	10219	11234	12953	13966	15897	16749	17875	18882				
4494	5280	6443	7448	8368	9440	10220	11235	12954	13967	15898	16750	17876	18883				
4495	5281	6444	7449	8369	9441	10221	11236	12955	13968	15899	16751	17877	18884				
4496	5282	6445	7450	8370	9442	10222	11237	12956	13969	15900	16752	17878	18885				
4497	5283	6446	7451	8371	9443	10223	11238	12957	13970	15901	16753	17879	18886				
4498	5284	6447	7452	8372	9444	10224	11239	12958	13971	15902	16754	17880	18887				
4499	5285	6448	7453	8373	9445	10225	11240	12959	13972	15903	16755	17881	18888				
4500	5286	6449	7454	8374	9446	10226	11241	12960	13973	15904	16756	17882	18889				
4501	5287	6450	7455	8375	9447	10227	11242	12961	13974	15905	16757	17883	18890				
4502	5288	6451	7456	8376	9448	10228	11243	12962	13975	15906	16758	17884	18891				
4503	5289	6452	7457	8377	9449	10229	11244	12963	13976	15907	16759	17885	18892				
4504	5290	6453	7458	8378	9450	10230	11245	12964	13977	15908	16760	17886	18893				
4505	5291	6454	7459	8379	9451	10231	11246	12965	13978	15909	16761	17887	18894				
4506	5292	6455	7460	8380	9452	10232	11247	12966	13979	15910	16762	17888	18895				
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4508	5294	6457	7462	8382	9454	10234	11249	12968	13981	15912	16764	17890	18897				
4509	5295	6458	7463	8383	9455	10235	11250	12969	13982	15913	16765	17891	18898				
4510	5296	6459	7464	8384	9456	10236	11251	12970	13983	15914	16766	17892	18899				
4511	5297	6460	7465	8385	9457	10237	11252	12971	13984	15915	16767	17893	18900				
4512	5298	6461	7466	8386	9458	10238	11253	12972	13985	15916	16768	17894	18901				
4513	5299	6462	7467	8387	9459	10239	11254	12973	13986	15917	16769	17895	18902				
4514	5300	6463	7468	8388	9460	10240	11255	12974	13987	15918	16770	17896	18903				
4515	5301	6464	7469	8389	9461	10241	11256	12975	13988	15919	16771	17897	18904				
4516	5302	6465	7470	8390	9462	10242	11257	12976	13989	15920	16772	17898	18905				
4517	5303	6466	7471	8391	9463	10243	11258	12977	13990	15921	16773	17899	18906				
4518	5304	6467	7472	8392	9464	10244	11259	12978	13991	15922	16774	17900	18907				
4519	5305	6468	7473	8393	9465	10245	11260	12979	13992	15923	16775	17901	18908				
4520	5306	6469	7474	8394	9466	10246	11261	12980	13993	15924	16776	17902	18909				
4521	5307	6470	7475	8395	9467	10247	11262	12981	13994	15925	16777	17903	18910				
4522	5308	6471	7476	8396	9468	10248	11263	12982	13995	15926	16778	17904	18911				
4523	5309	6472	7477	8397	9469	10249	11264	12983	13996	15927	16779	17905	18912				
4524	5310	6473	7478	8398	9470	10250	11265	12984	13997	15928	16780	17906	18913				
4525	5311	6474	7479	8399	9471	10251	11266	12985	13998	15929	16781	17907	18914				
4526	5312	6475	7480	8400	9472	10252	11267	12986	13999	15930	16782	17908	18915				
4527	5313	6476	7481	8401	9473	10253	11268	12987	14000	15931	16783	17909	18916				
4528	5314	6477	7482	8402	9474	10254	11269	12988	14001	15932	16784	17910	18917				
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4531	5317	6480	7485	8405	9477	10257	11272	12991	14004	15935	16787	17913	18920				
4532	5318	6481	7486	8406	9478	10258	11273	12992	14005	15936	16788	17914	18921				
4533	5319	6482	7487	8407	9479	10259	11274	12993	14006	15937	16789	17915	18922				
4534	5320	6483	7488	8408	9480	10260	11275	12994	14007	15938	16790	17916	18923				
4535	5321	6484	7489	8409	9481	10261	11276	12995	14008	15939	16791	17917	18924				
4536	5322	6485	7490	8410	9482	10262	11277	12996	14009	15940	16792	17918	18925				
4537	5323	6486	7491	8411	9483	10263	11278	12997	14010	15941	16793	17919	18926				
4538	5324	6487	7492	8412	9484	10264	11279	12998	14011	15942	16794	17920	18927				
4539	5325	6488	7493	8413	9485	10265	11280	12999	14012	15943	16795	17921	18928				
4540	5326	6489	7494	8414	9486	10266	11281	13000	14013	15944	16796	17922	18929				
4541	5327	6490	7495	8415	9487	10267	11282										



Loos loaded by 'water skates': this 133-ton Atlantic Incoferve (above) was loaded on to the Atlantic Cognac Le Havre using an unusual system of 'water skates', which employs a hovercraft-type principle, but with water instead of air to support the load. According to Atlantic Container Line, this operation was the first to use water cushions to transfer cargo from the dockside directly into the stern of a roll-on/roll-off container ship.

The skates are made by Air Cushion Equipment (1976) of Southampton, and are operated and marketed by Lifting Services International, a division of Taylor Woodrow Construction. The locomotive was shipped to New York for trial with Amtrak, who are evaluating several European high-performance engines on the high-wear routes along the eastern corridor of the United States.

Eight skates were used in the ACL operation, giving a combined lifting capacity of 320 tons. A main reason for their use was a requirement to transport the locomotive below decks as a complete unit. This technique should prove particularly useful for handling loads where the full headroom of the stern door is required.

Productivity scheme at pits urged by merchants

By Ronald Emiler

A productivity incentive scheme with the miners must be signed by the National Coal Board as a matter of urgency, Mr E. H. Gough, president of the Coal Merchants' Federation of Great Britain, said in London yesterday.

He said merchants were extremely worried about low productivity, especially in the case of anthracite for domestic heating.

There was no shortage of anthracite reserves in the country, but output was so low, Mr Gough said, that between 80,000 and 90,000 tons a year were being imported from Germany, Russia and Morocco.

This was below 5 per cent of national consumption, but was an unnecessary burden on the balance of payments, especially as British anthracite was cheaper.

Imports of anthracite nuts, Mr Gough said, had relieved what had been a potentially serious situation. Unless the weekly output rose to between 100,000 and 120,000 tons, merchants would have no difficulty in meeting the domestic consumer's coal demand for the rest of the winter. But there might be local pockets of temporary shortage.

Coal merchants had been able to maintain supplies this winter, Mr Gough said, because they had taken pains to build stocks during the summer.

If coal consumption in the summer had been higher, the public might now be experiencing greater difficulty in finding supplies.

Scrap buying policies 'force BSC to pay too much for supplies'

By Peter Hill

Scrap buying policies of the British Steel Corporation have led to the state-owned corporation paying more than necessary for its requirements, it was alleged yesterday.

The corporation's policy was strongly attacked by members of the British Scrap Federation and by an all-party committee of MPs investigating BSC activities.

The two-tier price structure for scrap, under which less than a score of companies supply direct to the corporation, with smaller merchants required to deliver supplies to the scrap-supplying companies, have led to considerable uneasiness within the industry. The BSC is also under fire from sections of its own membership.

Mr Roy Bost, executive vice-president of the BSF, told members of the subcommittee of the Select Committee on Nationalised Industries: "This is the biggest hot potato that the federation has had to handle in its 60 years of existence, and it is not getting any cooler."

Under corporation policy the number of direct suppliers has been drastically reduced over the past two years from nearly 300 to some 17 direct suppliers. Three major direct suppliers, it was alleged, received more from the corporation for their deliveries than the other 14.

In a memorandum to the committee, the BSF attacked the policy on the grounds that it restricted the trading activity of many merchants who had previously been direct suppliers; that the two-tier pricing system discriminated unfairly against the non-direct companies; that prices paid were kept confidential, and that the corporation was paying more to some merchants than it needed. It claimed, however, that in the long term the system would produce savings in administrative costs and greater reliability in supplies.

There were suggestions that premiums paid to the direct suppliers could be as high as £10 to £14 a tonne, although Federation officials said it was impossible to be precise since no information on prices was published.

Mr Bost indicated that further reductions in the number of direct suppliers were in prospect.

Mr John Wheatley, president of the BSF's southern association, considered that the corporation should examine the two-tier structure to correct anomalies and injustices; there should be proper consultation on scrap buying policies between the corporation and the BSF; freedom of opportunity within the two-tier policy, and the same premiums applied to all suppliers.

Worries over scrap supplies in the United Kingdom in times of high demand against the background of difficulties experienced in 1974 had led both the BSC and the private sector to place contracts with overseas suppliers of between 600,000 and 700,000 tonnes.

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FINANCIAL NEWS

Mears Bros leaps 200 pc in peak year

As if to show what can be done with a turnover gain of 18 per cent, civil engineer and builder Mears Bros Holdings did just that in the year to September 30—and hoisted pre-tax profits 200 per cent to a record £916,000.

After crediting £539,000 of extraordinary items, against £442,000, attributable profits jumped from £560,000 to £912,000. The gross dividend rises from 2.49 to 2.74. Earnings a share were 5.33p against 1.69p.

At half time, when the group brought in profits of £275,000 against losses of £310,000, the board looked forward to "at least" matching last year's £816,000 second-half profit. In the event the second half brought in £641,000.

Then the directors said that the economy was giving cause for some concern. So Mears was not content with following up all opportunities at home. It was striving hard to boost exports and business overseas.

Abbey Panels up 45 pc to new 'high'

After changing its year end, Abbey Panels went on to make record pre-tax profits of £542,000 for the 15 months to September 30, against £373,000 for the 12 months before. Turnover went up from £13.1m to £4.2m. The dividend of this sheet metal units, press work, machining and making group goes up from 4p to 9.43p. Earnings a share were 13.69p against 9.43p.

Williams Lea not losing its way

A change of direction pointed printer Williams Lea the wrong way in the year to September 26 but it expects to find the right one this year.

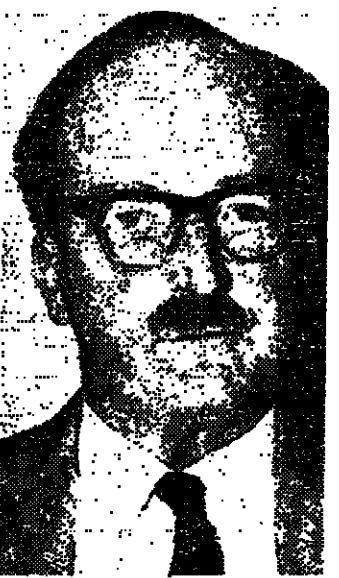
Turnover rose from £4.88m to £5.74m but profits before tax slipped from £343,000 to £336,000. However, the dividend rises from 59.12p to 65.03p.

Mr D. L. Donne, chairman, reports that in the last four years there has been a "radical change in the direction of the group".

Williams Lea has moved out of periodical and general printing into specialist markets. In the same period well over a million pounds was invested.

At the end of this year, the major part of this stage of development will have been completed.

The board thinks that these fundamental changes will begin



Mr A. K. L. Stephenson, chairman of Mears Bros: recovery hopes fulfilled.

to show bigger profits this year. K-13 is already producing 120m cubic feet a day. Late last year another well K/13-4 was also tested at rates up to 40m cubic feet a day.

Industrial Credit

The Dublin-based Industrial Credit group raised pre-tax profits in the year to October 31 from £1.25m to £1.51m after interest, administrative expenses, and provisions written off amounting to £6.9m against £4.7m. Earnings a share were 11.8p against 10.1p. The dividend is 4.61p against 4p.

UU Textiles delay

U U Textiles will be reporting its results for the year to May 1, 1976, in the next fortnight. Reorganization explains the delay.

At the same time as the year's results, U U Textiles will give figures for the six months to October 31, 1976. The 1976 report and accounts will be despatched to shareholders early next month.

Amalgamated Stores

Amalgamated Stores has applied to the Stock Exchange for its shares to be re-admitted to the official list.

Listing was suspended a year ago. If permission is granted, dealings will start next Tuesday.

The board is confident that the enlarged group will have a sound asset base and a satis-

factory income while the financial arrangements with Greyhound Guaranty "will provide the group with an excellent opportunity for growth."

Engineering the brake on Austin

More business overseas in the steel division helped James Austin Steel Holdings in the six months to September 30, though margins were slim. Pre-tax profits rose by 18 per cent to £24,000. Turnover climbed 42 per cent to £5.9m. Shareholders in this steel stockholding group get a maintained gross dividend of 3.08p.

The directors say that the second half year should see a similar profit. This suggests around £10.4m for the year compared with £9.25m, and the record £14.6m of 1974-75.

Austin would have done much better but for a loss in engineering.

Dunlop's export selling recipe

Direct exports from Dunlop factories in the United Kingdom reached a record £123m last year. This was an increase of 26 per cent. Mr Campbell Fraser, chairman, said that a continuing success in selling overseas depended on tackling unlikely markets, by keeping supply flexible and by adapting to overseas customers' individual needs.

It seemed unlikely 12 months ago, he said, that the group could sell 100,000 pairs of canvas sports shoes in the Japanese market in 1976. But that was done.

He cited also HCB Angus slotting into a full production programme an extra 74-weeks' output to despatch seven fire-fighting tenders to Guyana. Traditional exporting activities also continued to go well. The tyre division hoisted sales 30 per cent to £26m, fire armour earned £12.6m, aviation £11.2m, oil and marine £10.2m and the sports group £16m.

Selstrut gas find

Another gas discovery has been made on block K/13, in which Sedition Trust is a 51 per cent stake, in the Dutch sector of the North Sea. A new well at K/13-5 has been tested at rates up to 40m cubic feet a day.

Second-half slows, Blundell tops £1m

By Desmond Quigley

Blundell-Permaglaze, the paint manufacturer, increased pre-tax profits by 26 per cent from £842,780 to £1,066m for the year to the end of last October. However, the shares remained unchanged yesterday at 48p.

A final dividend of 2.66p a share gross is being recommended to make a total of 3.985p for the year, to give the shares a yield of 8.3 per cent at their current level.

The pre-tax profits included £101,977 compared with £69,818 as the share of profits from the associated company in India. The company was sold in October for £270,000 gross, but final agreement is subject to approval from the Indian authorities.

After the large gains made in the first half when pre-tax profits rose by just short of

40 per cent on a very depressed first six months in the previous year, the second-half advance was more pedestrian compared with the second-half of previous year, when the was beginning to experience revival. The profit break-down is now getting back close to the traditional pattern of about 40 per cent of the year total being made in the first six months and remainder in the latter part of the year.

Turnover for the full year increased by 25 per cent to £11.5m to £14.4m, with an increase by seven per cent.

The decorative division, accounts for about 85 per cent of profits, increased its share of the market and now accounts for about 7.1 per cent of trade market. The division exclusively to the professional decorating trade.

Still onward and upward at busy Fluidrive Eng

By Adrienne Gleeson

As forecast at the interim stage the second half profits from Fluidrive Engineering were higher than those of the first six months. So the total for the year to September 30, 1976, emerged 35.5 per cent higher at £787,000 before tax.

Moreover, the group, which manufactures fluid couplings for power transmission systems, has started the current year with a record order book, and given "anything approaching normal trading conditions", Mr David Donne, chairman, expects

1976-77 to be a peak year.

But the incidence of con means that first half may be slightly down.

Turnover last year, up by 28 per cent to £6.3m. Fluidrive spent £400,000 fixed assets in 1975-76, of just over half was from an eight-year loan on floating rate, however, at the debt:equity ratio at a modest level.

The directors have increased the dividend by the max to just under 4.2p a share

Ernest Ireland calls in receiver

A receiver has been called in at building and property development group Ernest Ireland. This was disclosed shortly after the directors formally asked the Stock Exchange to suspend dealings "pending clarification of the position of the company". The board said that it had asked Lloyds Bank to appoint a receiver.

Hill by the collapse in property, the group slid into the red to the tune of £4.2m in 1975. The interim figures for the first six months of 1976 showed a profit of £145,000.

Allied Traders alters tax plan

Allied Manufacturing Trading Industries of Australia, a manufacturer and distributor of tobacco and food products, showed a turnover to October 1976 of \$A805m (\$A90m). This was \$A706m.

Pre-tax profits after it were \$A10.5m against \$A10.2m last year. The group had adopted effect principles of accounting for year to end October the previous year's figure, on a tax payable basis. Earnings suffered from in the vegetables division.

India trade minister calls for boost in UK imports

By Malcolm Brown

A more dynamic approach to Indo-British trade was urged in London yesterday by Dr P. C. Alexander, Secretary for Foreign Trade in the Indian Commerce Ministry.

Speaking at a symposium on Indo-British trade collaboration, Dr Alexander said that India was unhappy about the low level of imports from the United Kingdom. While Indian exports to the United Kingdom reached 4,035m rupees (£269m) in 1975-76, trade in the other direction was worth only 2,682m rupees.

There was also concern about the type of goods India was exporting. She wanted to diversify away from predominantly traditional products.

Mr Dell, Secretary of State for Trade, said that British businessmen should take the opportunity to talk to senior industrialists from the public and private sectors in India about the expansion of trade in both directions. There was agreement between the British and Indian governments about the desirability of an increase

in exports to India, Mr Dell said.

"I understand that India's present healthy balance of payments situation will allow some increase in imports, and I hope British industry will ensure that Indian purchasers have every opportunity to consider favourably what we have to offer."

Mr Dell said that in some cases the competitiveness of British companies in foreign markets could be increased by taking advantage of Indian quality engineering, capacity and technological skills. British companies could supply the experience gained from selling their high technology in the world's most competitive markets.

But it would be misleading to pretend that the forging of these links would be free from difficulty. "Expertise is normally the product of lengthy and costly research and development. To share such expertise the holders on both sides will expect only a reasonable commercial return but that their interests will be safeguarded."

Grocery product ordering code system on way

Plans for starting a United Kingdom article number bank were announced in London yesterday. Article numbering is the system whereby computer code numbers are given to food and grocery products enabling retailers to reorder automatically from manufacturers and exercise control over their own stock levels.

Beginning in April numbers will be allocated to manufacturers who request them, and it is hoped that symbol marking in place of price tags will become partially operative in three to five years.

The codes will be compatible with article number systems in the United States and 12 European countries.

Mr S. L. Maughan, chairman of the United Kingdom Article Number Association, said yesterday that the introduction of the system could "have as much dynamic impact on the United Kingdom grocery industry as the development of self-service did years ago."

He said it was a first step towards speeding up supermarket checkouts.

Tough going as MEPC takes the road back

Some progress had been made in the first few months of the year that began last October. Mr Gerald Thorley, chairman, told the annual meeting of MEPC, Britain's third largest property group.

But there was "no fundamental change in the depressed conditions surrounding property development."

About half of the proposed sales worth £5m of United Kingdom residential developments were at target prices, he said. A further 25 per cent of Manhattan Center, in Brussels, has also been let. The purchase of a shopping centre in Roxbury and an office block in Minneapolis, United States, is expected to increase the contribution of overseas groups United States subsidiary.

Elsewhere, completions and reservations for its condominium development in Hawaii are ahead of schedule, amounting to 65 per cent of the total. Final agreement on the sale of the Kahala Hilton is also near.

He said there were indications of good lettings for the Sydney Exchange Centre when it is completed next year.

The group moved back to break-even in 1975-76. Indeed, it reported pre-tax profits of £5.46m compared with a loss of £3.65m on gross revenues up from £44.98m to £58.26m.

But it still carried the scars of earlier over-expansion. This was particularly so in a three-year revenue account, which supported only a nominal 0.15p gross dividend a share.

Listless look about Henry Wigfall

These are early days to be counting the benefits to Henry Wigfall from selling the mail order business and extending £2m cash; and extending further into electrical retailing by buying shops from Lloyds Retailers for nearly £2.6m.

Even so the figures from this TV rental and washing machine retailer for the six months to October 9, are lack lustre.

Excluding mail order, Wigfall's pre-tax profits plunged from £2.33m to £1.41m in 1975-76 and in the following six months they slithered from £158,000 to £45,000.

That was the penalty for having to set aside so much in depreciation. This rose from nearly £2.5m to £2.54m in the half year, but the compensation was that there was no tax to pay, so before turnover slipped £4.2m to £13.13m.

Stoutly, Mr Frank Morrell, chairman, and his colleagues declare: "The normal seasonal trading pattern has re-emerged... it is anticipated that the profit for the second half year will be appreciably in excess of that achieved in the same period last year." But these profits too, were modest, so it is not clear how cheerful this is meant to be.

The shares fell 5p to 112p though speculation that United Dominions Trust's 25 per cent stake could move eventually is a prop.

Business appointments

Mr A Frame named deputy chief executive of RTZ

Mr Alistair Frame, technical director of Rio Tinto-Zinc Corporation, has been named deputy chief executive of the group to succeed Mr V. O. Prall as group chairman and chief executive 13 months ago. Mr Jean-Loup Dherse has joined the board of RTZ.

Mr W. M. Farnsworth, a senior vice-president of Citibank, is to succeed Mr V. O. Prall as group chief executive of Grindlays Bank in April. Mr Prall retires from Citibank later this year. Mr A. J. W. S. Leonard, who is retiring as group treasurer of Royal Dutch/Shell, joins the board of Grindlays on February 1. Mr S. R. Easta-brooks is resigning as a director to take up an appointment with Citibank.

Mr A. C. R. Elliott has been co-opted as executive director of S. G. Warburg.

Mr Edward F. Gibbons (president and director of F. W. Woolworth, USA) has joined the board of F. W. Woolworth Ltd.

Mr Bruno Wiest has been elected to the board of Alcan (UK). He is managing director of Alcan SA, Zurich.

Mr John Gardner,

Alcan's European metal manager, joins the board of Alcan SA, Zurich, and the supervisory board of Alcan Metal GmbH, Frankfurt.

Mr John Ivory, Mr John Henderson and Mr Fred Sioneman have joined the board of Millets of Bristol (Holdings).

Sir Jan Lewando is to be deputy chairman of Heal and Son Holdings. Mr Brian Sellers is to be a director and chief executive.

Mr Brian Joyce, managing director of Adams Foods, the parent company, Mr Peter Macdonald, deputy managing director of Adams Biscuits and Mr Brian Garrett, sales director, have joined the board of Broadhurst (Gabbrook). Mr Tony Moore, managing director of Broadhurst, becomes a director of Adams Biscuits.

Mr Anthony Bloom has joined the board of Legal and General Assurance of South Africa.

Mr Vivian Radcliffe, director and vice-president of Signode, has been appointed chairman of the British Tensile Strapping Association.

Mr Harry Reid is now managing director of McCue Dick.

Mr Eric Lombard-Knight has become chairman of Kellogg Foods.

Mr H. W. Johnson has been appointed a director of University Life Assurance.

Mr J. M. Weaver, managing director of Smith Kline & French Laboratories, is to replace Mr A. J. Dalby as chairman. Mr Dalby has returned to the United States as vice-president, international, of Smith Kline Corporation.

Mr Weaver is succeeded as managing director by Mr L. N. A. Flockhart.

Mr J. Lindsay has become managing director of Woodward Grosvenor. He succeeds Mr Nigel Tomkinson, who is leaving the company.

Herr Hilmar Koepfer and Dr Herbert Zapp have been made deputy members of the board of managing directors of Deutsche Bank.

Mr I. M. Kennedy has joined the board of Church.

Mr William Harvey has been made a director of Lloyd, Chesham Leasing.

Mr D. E. Cassidy has been named chief executive of Bowring Tyson in place of Mr A. J. Bath,



Mr Alistair Frame (left) has been appointed chief executive of Rio Zinc Corporation, and Sir Lewando, who is to be chairman of Heal and Holdings.

who remains chairman. Mr Harding and Mr B. K. Bous become directors.

Mr Ian Wood has been appointed managing director of Fraser Wood Properties.

Guerrilla war drains Rhodesian foreign reserves and cramps industrial growth

Salisbury, Jan 26.—Rhodesia's guerrilla war along its borders with Mozambique, Zambia and Botswana is draining the country's foreign currency reserves and hampering its economy through losses of skilled manpower, higher costs and the loss of tourism. Emigration is also on the increase.

"We've had about a 34 per cent drop in tonnage shipped within Rhodesia in the period starting last April compared with two years earlier," an executive at British Rhodesian Steel Co, the country's biggest steel distributor, said.

"We're a very good pointer to how things are going generally," he adds. "Whatever you build, you need steel."

An early end to the guerrilla war is not in sight. Mr Ivor Richard's meeting on Monday with Mr Ian Smith, the Rhodesian Prime Minister, ended in failure. Mr Smith rejected new British proposals for an interim government leading to black majority rule.

In a national broadcast, he said the proposal would entail "immediate black rule" for the nation of 780,000 whites and more than six million blacks.

For years, the white government there, which unilaterally declared its independence from Britain in 1965, successfully

dealt with economic sanctions imposed under the aegis of the United Nations. But the guerrilla war, which erupted in December, 1972, has been taking a heavy toll economically.

Because of it, defence and police expenditures are mushrooming and purchases of arms and equipment abroad are taking an ever-increasing share of available foreign exchange. As a result, businessmen here are left with a shrinking pool of foreign currency to pay for non-military imports.

Business is being further hampered because military call-ups are creating manpower shortages, exacerbated by the growing exodus of Whites. Last year, for the first time since 1964, more Whites left Rhodesia than immigrated. The net drain exceeded 6,000.

And Rhodesia's tourist business—the country's third-biggest foreign currency earner—is drying up. An estimated 200,000 tourists visited Rhodesia last year, compared with 284,000 in 1975 and 393,000 in 1971.

Almost no construction is evident in the cities, partly because of big spending cutbacks by national and local governments. In addition, many companies, uncertain about the future, are slashing capital spending. Although executives are unwilling to be quagued by

name about cutbacks, one tells how a subordinate wanted to know "if we should bother" to repair a damaged roadway and parking lot at one industrial plant. The £1,800 outlay was approved.

He observed that "you can't win a defensive war," a financier adds: "Have you ever known any stock market or business that thrives on uncertainty?"

Not only has the country's rail traffic across the northern border to Zambia been halted since 1973, but its important industry is threatened. Small mines near embattled border areas have been closed, and most new exploration has stopped. Some big mines "are running into difficulty because they are not getting paid" for minerals already exported, according to Mr J. C. Hillis, president-elect of the Association of Rhodesian Industries.

Furthermore, United States politicians are debating whether to repeal the Byrd Amendment,

FINANCIAL NEWS AND MARKET REPORTS

Carthys Pharmaceuticals stumbles in half but year should be good

Carthys Pharmaceuticals, a subsidiary of Higgs and Hill, has reported a half-year loss of £1.2m against the six months of sales rose from £34.9m to £35.9m, a 3 per cent increase. The company's existing facilities are being expanded and the company is not likely to make any contribution to group profits in the short term.

Interim fall of 38 pc at Attock

After deducting £119,000 for price equalization claims, Attock Petroleum finished half-year to June 30 with a fall in pre-tax profits of 38 per cent to £236,000. Turnover rose from £9.56m to £16.2m.

There is again no interim dividend but the board hopes to pay a maintained dividend of 6.46p gross for the year.

Attock also proposes to buy North Sea Petroleum shares from January 25 for £201,000 in shares. NSP is a private offshore exploration group with assets of £239,000. Of these £167,000 are liquid. The deal will help Attock to finance its own exploration programme and give it more technical know-how.

If, as the directors hope, the merger with Pakistan Oilfields goes through soon, and the refinery is expanded, the group will be operating from a stronger base in Pakistan. It would be assisted further if the Karak exploration succeeds.

Great Portland in £1.73m mop up

The directors of Great Portland Estates have bought the 50 per cent interest in Courtauld Investments not already

been held by British Car Auctions that it has bought through market 700,000 shares (just over 15 per cent of issued capital). Park Place has discussed with British Car possible methods of expansion, in particular in connection with the hire purchase company in Jersey.

CARPETS INTERNATIONAL

The gradual merging over the last year of management functions of John Crossley and Sons and Kosset Carpets will be further advanced by the formation of a new subsidiary of Carpets International, from April 1, 1977—the subsidiary will be known as Carpets International (Northern).

ELBAR INDUSTRIAL

Elbar Industrial reports that Continental and Industrial Trust now holds 273,333 ordinary shares in Elbar (11.16 per cent) and Tanganyika Holdings (Investments) holds 1,021,500 shares (41.7 per cent).

HARDY'S AND HANSON'S

Chairman says in annual report that trade for the first three months of the current year matches that of last year.

YORK TRUST

Turnover fell from £614,000 to £543,000 in the half-year to September 30 last. Pre-tax loss £150,000 (pre-tax profit of £52,000 last time).

FASHION & GENERAL

Pre-tax profits of Fashion and General Investment slipped from

£69,000 to £61,000 in half-year to September 30 last. Interim dividend goes up from 2.45p to 2.71p gross. Board expects year's profit will equal previous year's and expect to pay maximum final.

ASHDOWN TRUST

Ashdown Investment Trust's revenue before tax rose from £515,000 to £533,000 in year to November 30. Gross payment raised from 4.69p to 5.23p. Net asset value an ord 136p (143p earlier).

INDEPENDENT NEWSPAPERS

Mr Rodney Murphy, the chairman of Independent Newspapers, Ireland's largest newspaper group, reports "a very significant improvement" in the results of the United Kingdom subsidiary, Employment Publications. He also mentions important export contracts won during the year from major United Kingdom newspaper groups for pre-print colour advertising insertions. "While this is still a relatively small activity in group terms, it possesses considerable potential, provided costs of all kinds in Ireland can be contained sufficiently to offset the additional burden of cross-channel freight."

SCOTTISH NATIONAL

Scottish National Trust's bank loan facility of US\$9.6m due to mature on March 15, 1977, has been renewed for a further five years and has been increased to US\$14m.

owned by them, from Higgs and Hill Building, a subsidiary of Higgs and Hill, Courtana was responsible for the development of Breachley House, Week Street, Maldstone, an office and shop building comprising some 100,000 sq ft.

The consideration of 786,948 ordinary shares of 50p each in Great Portland has been placed on behalf of Higgs and Hill Building. The shares are worth £1.73m at yesterday's price of 220p a share.

Guinness Peat well ahead

Guinness Peat, the commodity broking, merchanting, insurance broking and banking group, has made a good start to the year to March 31, and first half profits are "well ahead" of those for the corresponding period of 1976. In accordance with its normal custom, the group is giving no details.

The interim dividend rises from 4.62p a share gross to 5.38p, and the directors say that they intend to recommend the maximum for the year.

Gresham Inv Trust's cautious optimism

Though Gresham Investment Trust's pre-tax profits slipped from £298,000 to £252,000 in the half-year to September 30, the board expects "in excess" of the first's and it is "cautiously optimistic".

The interim dividend goes up by the maximum from 0.89p to 0.98p gross and the board intends to recommend a similar increase in the final.

The interim figures excluded the earnings of companies where the group's interest exceeds 20 per cent. If these profits had been consolidated, pre-tax profits would have risen from £252,000 to £411,000.

Nurdin & Peacock

Cash and carry wholesaler Nurdin and Peacock reported that 1976 sales reached about £170.5m a 25 per cent increase excluding VAT. It is confident that last year's results will show a "substantial increase" in profits.

Pre-tax profits for 1976 were £2.9m.

Staveley Industries

The annual meeting of

Staveley Industries heard Mr H. R. Moore, chairman, say that the board expects the proposed offer for George Salter to be "satisfactorily completed". Both boards are looking forward to Salter growing.

He added little to his forecast of a "respectable increase in profits and turnover" except that the first quarter's results are in line.

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Stock markets

Buyers back despite MLR caution

The prospect of another cut in Midland Lending Rate brought some reasonable buying of equities in the pre-lunch session.

Early on, dealers were cheerfully talking of a full-point reduction, but as the day progressed, a note of caution crept in as the Bank of England's signals were interpreted to mean that it did not want the rate to fall by more than one-half per cent.

As a result, interest dried up late in the day and the FT index, 53.9 up at noon, closed 53.9 ahead at 381.6, most of the decline coming after 3 pm.

After hours, the influence of Wall Street set oil shares alight, notably BP which gained another 8p, for a rise of 24p on the day at 830p.

Fluid-control specialist, Spirax-Sarco Engineering, should report at the end of March a surge in 1976 pre-tax profits from £2.7m to around £4.25m. In 1969, they were only £1m.

The group earns nearly half its profits abroad and has not concealed its wish to pay shareholders more than a dividend.

The shares rose 5p to 151p, not far below the 1976-77 "high" of 162p. But the yield is barely 6 per cent now.

The hopes of a further cut in MLR continued to keep gilt prices moving ahead well. In brisk trading, shorts moved ahead steadily during the morning and, by lunch-time, were up 1/2 a point better in some cases. Prices then drifted back, partly influenced by the very tight conditions in money markets, before firming once again late on, to finish the day with net gains ranging up to 1/2.

Mediums also continued firm, while at the long end of the market, a good trade was

reported in the "top" Treasury 13 1/2 per cent, 1992. The authorities had withdrawn their selling price of 95 1/2 the previous day and were yesterday supporting the market with stock at 97.

Demand at this level was reported to be good, prompting suggestions that the stock may be exhausted more quickly than originally expected.

The most interesting spot of the session was Dunford & Elliott, which was suspended at 70p, up 7p, after news of talks with a rival to Johnson Firth Brown, yesterday by 5p to 61p.

Market talk suggested that GKN, a penny offer at 280p, was a likely contender, but the gossip later proved to be unfounded when Lomax came with a counter and its shares slipped back 2p to 74p.

Other good engineering spots were Simon, up 7p to 154p, Tube Investments 6p to 332p and Hawker Siddeley 6p to 474p, but the electrical pitch commanded even more interest.

Here, International Computers added 5p to 178p after the chairman's remarks at the annual meeting, Rascal rose 7p to 272p on the extension of the Milgo offer, Reynolds Parsons came back 3p to 133p after the power-station failure worries of the previous day and Henry Wiggin shed 6p to 112p after announcing a profits setback.

Other majors in the ascendant were GEC 7p to 184p and Thorn "A", where the rise was 10p to 240p.

In the hope that lower interest rates might spur the industry and partly as a "reaction to over-reaction", building industry shares had a good session. Some of the best were Costain, up 6p to 148p, SGB 6p to 80p, Tunnel Cement 4p to 154p and AP Cement 3p to 185p.

In foods, British Sugar eased 5p to 325p ahead of figures, Rowntree put on 4p to 222p and

Tate & Lyle 2p to 268p after Government criticism had halved the earlier gain.

In stores, there was interest in Gus "A", firmer by 3p to 193p, and British Home, 2p to 154p. Maples, lively of late on talk of the Tottenham Court Road site being sold and the Jessel stake changing hands, were firm at 94p. Mr D. Swaffer has bought more than 10 per cent.

Another at the centre of bid talk was Gateway Securities, where the "A" shares were firm at 60p on the word that BAT might rival Lifford for the company's hand.

Among the strongest of the industrial leaders were Bechtel, neglected of late but now 8p to the good at 402p, Fisons, which rose 6p to 530p, and Glaxo 5p to 445p. BP apart, other oils in demand were Shell 7p to 482p, Burmah 5p to 61p and Ultramar 4p to 140p.

Equity turnover on January 25 was £53.19m (15.68p bargains). Active stocks yesterday, according to Exchange Telegraph, were 101, BAT, Df, Shell, BP, GEC, Burmah, Bechtel, BAT Ind, Barclays, Glaxo, Commercial Union, Oxo, Bawater, Midland, Gus, Hanson Trust, Johnson Firth Brown, BPH Industries, Reynolds Parsons, Rascal, Pentow and Trafalgar House.

In the financial sector, the best of the clearing banks was Midland, which rose 4p to 282p. Guinness Peat shot up 7p to 165p after figures, while discount, Alcan, Harvey Ross and Carter Ryder rose 10p to 410p and 5p to 245p respectively on the strength of the gilt market.

Dividends in this table are shown net of tax on pence per share. Elsewhere in Business News dividends are shown on a gross basis. To establish gross multiply the net dividend by 1.54. * Adjusted for scrip.

Latest dividends

Company	Ord	Year	Pay	Year's	Prev
(and par value)	div	div	div	div	div
Ashdown Inv Fin	2.4	2.1	31/3	3.4	3.05
Blundell-Pernage (25p)	1.73	1.69	1/4	2.59	2.36
CGSB Holdings (10p)	0.92	0.84	—	1.27	1.19
CGSB Holdings (25p) Int	1.76	—	—	—	—
Fluidrive Eng (20p) Int	1.93	1.75	—	2.72	2.47
Greenfriar Inv (25p) Int	1.2	1.0	24/3	1.2	1.02
Gresham Inv (25p) Int	0.63	0.58	—	—	—
Guinness Peat (25p) Int	3.5	3.0	—	—	—
Henry Fin	4.15	3.61	7/4	5.9	5.36
Lomax (25p) Fin	2.81	—	—	4.96	3.10
Macarthy's (20p) Int	1.0	1.0	9/4	—	—
Midland (25p) Int	1.64	1.62	3/4	1.78	1.62
New Thorogton (25p)	1.57	1.57	4/4	—	—

NOTICE OF REDEMPTION of Ente Nazionale per l'Energia Elettrica-ENEL

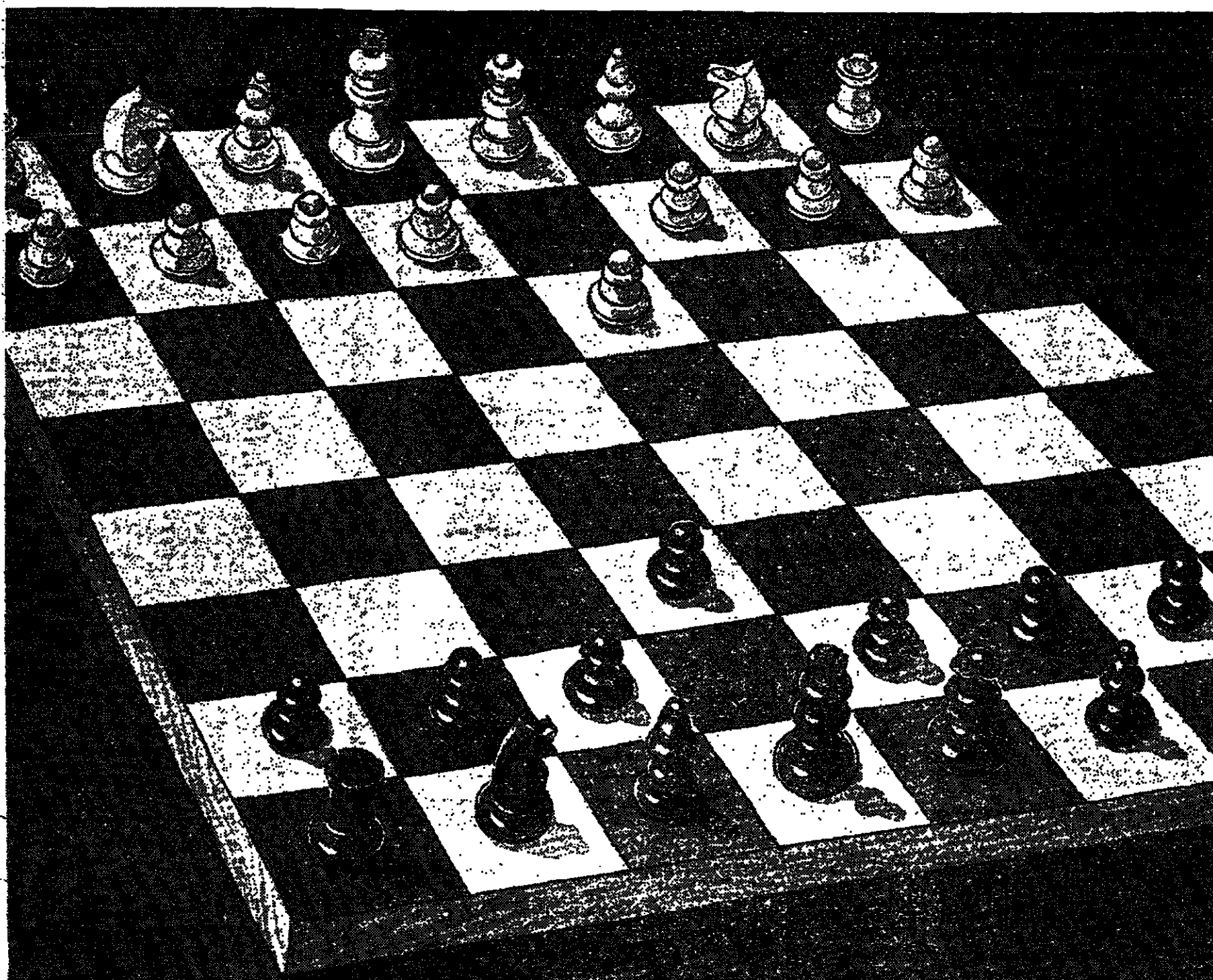
(Italian National Electric Energy Agency)
7 1/2 Per Cent. 15-Year Guaranteed Bonds of 1970
Due March 1, 1985

NOTICE IS HEREBY GIVEN, on behalf of Ente Nazionale per l'Energia Elettrica-ENEL, that on March 1, 1977, \$50,000,000 principal amount of its 7 1/2 Per Cent. 15-Year Guaranteed Bonds of 1970 will be redeemed out of moneys to be paid by it to Dillon, Read & Co., as Principal Paying Agent, pursuant to the mandatory, annual redemption requirement of said Bonds and to the related Authenticating Agency Agreement and Paying Agency Agreement, each dated as of March 1, 1970. The Chase Manhattan Bank (National Association), as Authenticating Agency, has selected, by lot, for such redemption the Bonds bearing the following serial numbers:

BONDS SELECTED FOR REDEMPTION																			
2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039
2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059
2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079
2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099
2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119
2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139
2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159
2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179
2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199
2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219
2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239
2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259
2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279
2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299
2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319
2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339
2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359
2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379
2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399
2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419
2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2433	2434	2435	2436	2437	2438	2439
2440	2441	2442	2443	2444	2445	2446	2447	2448	2449	2450	2451	2452	2453	2454	2455	2456	2457	2458	2459
2460	2461	2462	2463	2464	2465	2466	2467	2468	2469	2470	2471	2472	2473	2474	2475	2476	2477	2478	2479
2480	2481	2482	2483	2484	2485	2486	2487	2488	2489	2490	2491	2492	2493	2494	2495	2496	2497	2498	2499
2500	2501	2502	2503	2504	2505	2506	2507	2508	2509	2510	2511	2512	2513	2514	2515	2516	2517	2518	2519
2520	2521	2522	2523	2524	2525	2526	2527	2528	2529	2530	2531	2532	2533	2534	2535	2536	2537	2538	2539
2540	2541	2542	2543	2544	2545	2546	2547	2548	2549	2550	2551	2552	2553	2554	2555	2556	2557	2558	2559



All recruitment advertisements in this category are open to both male and female applicants.



Your next move

In the following fields:

Managerial

Overseas

Legal

Finance & Accountancy

Sales & Marketing

Medical

Local Government

Personnel

Public Relations

Publishing

Graduates

Educational

General

Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

READER COMPETITION

You can win a substantial cash prize by entering the competition for readers of this feature.

Three prizes will be awarded:

1st — £100
2nd — £75
3rd — £50

You will need to examine the advertisements in the feature to question A after which you must complete questions B and C.

-) Where would you move to "Save the Children"
-) Where would you move to "Paint the Scenery"
-) Where would you move to "Teach Navigation"

At the ten most important pieces of information you look for in a recruitment advertisement in order of importance.

Using your skill and judgment re-write one of the advertisements in this feature embodying the criteria you have listed under question B.

Be sure to indicate which advertisement you have used. The closing date for the competition is Thursday, February 10th. Your entry should be addressed to:

Focus on Recruitment Competition
12 Coley Street, London, WC9 9YT

Successful Selling

£3,714 - £5,006 plus company car

Women were among the top six earners in our sales force last year between £3,714 and £5,006.

For newcomers to selling when they joined us, we offer a substantial basic salary, even during the sales and product training period; provide a car and refund expenses. We give our people every opportunity including top class field management, a telephone order desk and prompt delivery service.

Expansion is based on success achieved with our range of stationery and some well established territories are available in GREATER LONDON.

For Women, with or without sales experience—if you have drive and initiative—please write or telephone for an interview.

SATEX DANFORD LTD.

Coleridge House, Fairbairn Gardens, London NW6 3QH
Tel: 01-328 2121



**REED'S SCHOOL,
COBHAM, SURREY**

Appointment of

HEADMASTER

The Governors invite applications for the position of Headmaster which becomes vacant on the 1st January 1978 on the acceptance by Mr R. N. Evans of an appointment in Melbourne.

Reed's is an independent boarding school for boys represented on the Governing Bodies Association and the Headmaster is a member of the Headmasters' Conference. Further information about the School will be found in the Public Schools Year Book.

Candidates, who should preferably be married and under the age of 45 and must be communicant members of the Church of England, may obtain particulars of the appointment and forms of application from the undersigned to whom these should be returned not later than 1st March 1977.

DAVID COOPER
Secretary to the Governors.

Reed's School,
8 Little Trinity Lane, London EC4V 2AB.
01-248 3625.

The British Council OVERSEAS CAREER SERVICE

The British Council, which has a responsibility for Britain's cultural and educational relations overseas, will have some vacancies in 1977. Staff can expect to work overseas for much of their careers in the 20 countries where the Council is represented.

We should like to hear from you if you are a graduate or have an equivalent professional qualification and think you possess the personal and managerial qualities which culture and educational promotion overseas demands. We will consider any subject or language, but English, French, German, Italian, Spanish, Russian, Chinese, Japanese, Hindi, Urdu, Arabic, and Persian are particularly useful. Knowledge of a third language, Arabic for example, will be an advantage.

Previous most successful candidates have been between 25 and 35 years of age and have had several years' experience in such relevant fields as administration, public service, teaching or research. The initial salary is in the region of £2,600 and terms and conditions of employment are in line with those of comparable organisations in the public sector: free accommodation and overseas allowances, including children's education allowances, are provided while overseas.

For further details and an application form please write or telephone quoting 'A' to Staff Recruitment Department, The British Council, 25 Davies Street, London W1V 2AA, telephone 01-438 5011, ext. 3541.

PART TIME CAREERS

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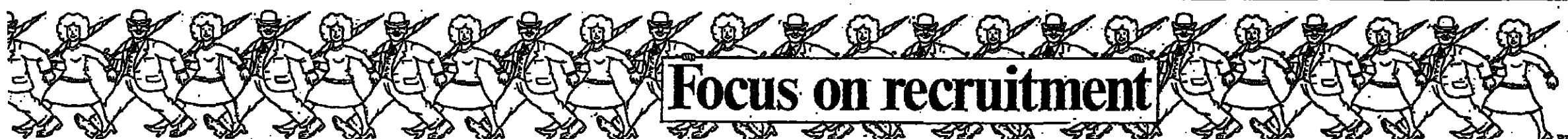
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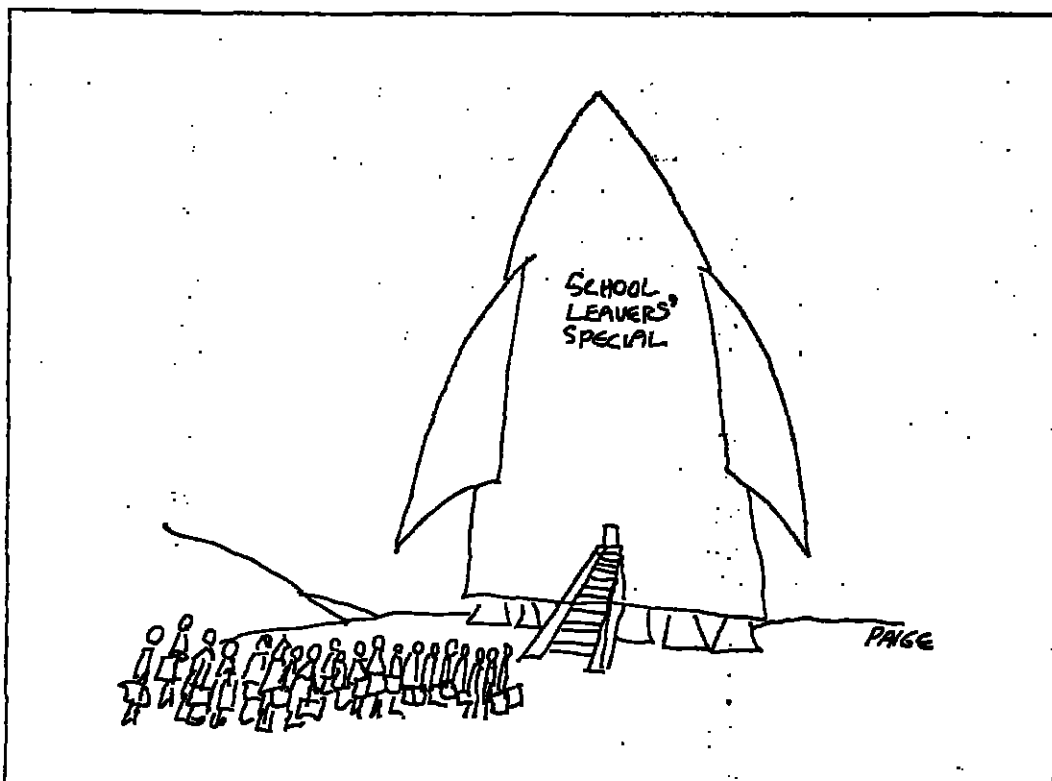


Focus on recruitment

Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

Rays of hope for the young

It is going to be an easy year for school-leavers, graduates or middle managers looking for jobs, although the gloom is still far from lifted. The Institute of Careers will be at least as bad this year as in 1976, and could be worse. This was the view put forward by Mr Ray Hurst, who is the institute's honorary secretary and principal careers officer at Cleveland, an area with a high unemployment rate. He said that at the end of the year there were about 250,000 out of work, of whom more than a fifth were not school-leavers who had lost their jobs and could not find another. The figure was the worst since 1930, and was associated with unemployment of about 10 per cent of the workforce. The figures for youth unemployment understated the serious position, Mr Hurst went on to say. For example, there were another 800 on command, work experience, or other state schemes, and would be looking for work courses ended. As Mr Hurst has lies in the economy, but even so place as the government believes it will this year, take some time to be improved job opportunities. He suggested by the economy a million new jobs will be created in 1978 and 1979 to absorb the unemployed, and the question can the economy be so that extent? he says. He is, however, heartened by the fact that the government's intention to do something constructive represents the institute on a number of the government's Services Agency, working with other people the careers of the Department of



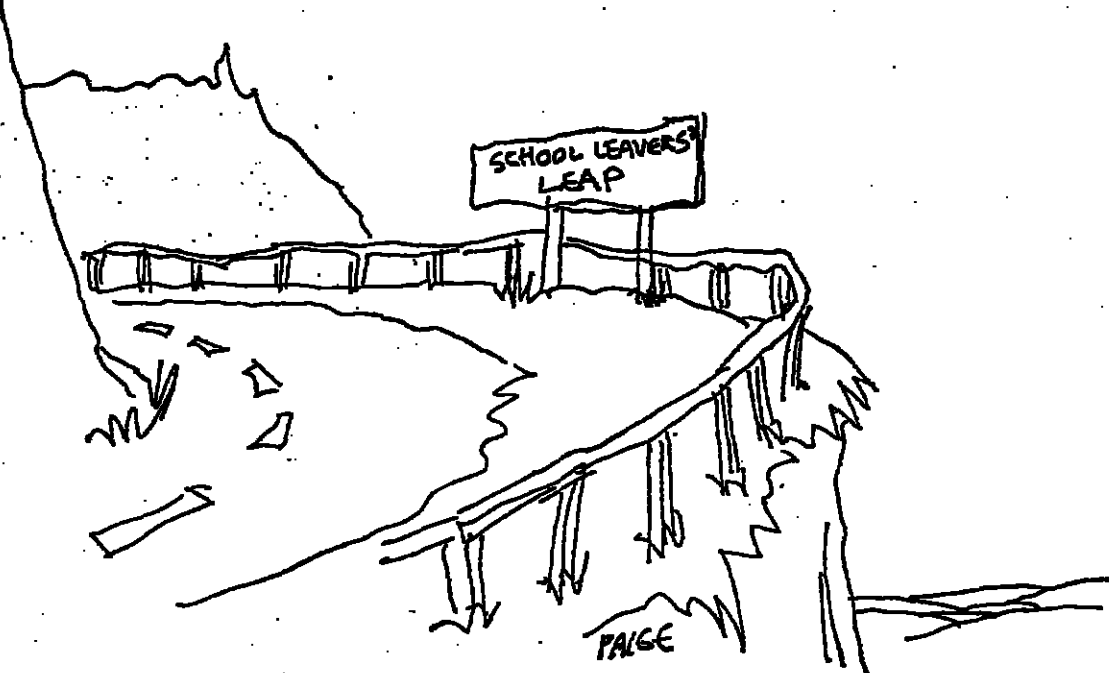
The working party is to report in March on the feasibility of extending work experience, job creation and training programmes to all young people between 16 and 19 who are either handicapped, disadvantaged, not in full-time education or who are unemployed. At the moment, some young people can qualify for a £16 a week state allowance for six months to keep them while they gain experience at a place of work, employers can be paid £10 a week for taking on a young person who has been without work for six months, while other young people who can't get apprenticeships through employers can learn through TSA or industrial training boards. Mr Hurst and the ICO, who have been pressing for a permanent system of help for young people for the past 10 years, hope that such schemes will be continued and strengthened when they come up for review in September this year. He says that although there are more and more school-leavers each year, it is a mistake not to give a thought to the other teenagers who may have had and lost a first or second job and cannot find another. They are often semi-skilled or unskilled, and are the most dependent upon the economy to produce jobs for them. The position was already "quite catastrophic" by the end of last year. Mr Hurst says the outlook is disturbing throughout industry for young people: hard in manufacturing industry, hard in the retail trade and hard in office employment.

There is a note of qualified optimism on graduate employment prospects from Mr Brian Putt, who is the director of the universities' central services unit for careers services. Mr Putt says that demand for highly-qualified job applicants such as graduates moves up and down very quickly with the degree of confidence in industry, and on the assumption that 1977 must be better "otherwise we all go down the pan" a slight improvement in demand seems to be afoot. With the knowledge that the IMF is to help Britain out and that the terms are not as stiff as originally feared, Mr Putt says, demand for graduates in manufacturing could be as much as a third up on last year. "Industry and commerce go immediately for the highly-qualified to make movement as quickly as possible", he added. Mr Putt's unit, with three other organizations, produced a joint assessment of graduate supply and demand for this year. The other three bodies are the Computer-Assisted Placement Service, the Standing Conference of Employers of Graduates and the Standing Conference of University and Polytechnic Careers Services. Last year's joint forecast, which said there would be at least as many jobs available as were taken up in 1975, proved accurate, so the forecasters approached 1977 with some confidence. The general conclusion is that although there will be more first and higher degree graduates coming on the market, and even though there will be slightly reduced opportunities for further study or training, the increase in demand will be enough to absorb all the additional graduate job seekers. "This year, like 1976", the forecast says, "will therefore be a difficult year

for graduates, although the fact remains that they are in a much stronger position than most of the population—not least because they have a wide range of choice." Demand from the public sector, Civil Service, local and regional authorities, will go down even further, until it is only half what it was two years ago. On the other hand, apart from increase in demand from manufacturing industry (up 30 per cent on 1976), there is likely to be a continued and unsatisfied demand for most types of engineer. There will also be a brisk demand in computer programming, production management, the armed services, industrial accounting, police and fire services, marketing with lesser-known companies and in purchasing and selling. Demand for middle management this year, on present trends, will be "marginally better" than in 1976 but there will be no substantial change, according to Mr Garry Long, deputy

managing director of management consultants MSI Group International. Mr Long's company, which has recruitment and advertising interests, said: "We've based our own budgets on the assumption that 1977 will be marginally better than 1976 but nothing like as good as we expected six months ago." This was particularly so with middle management, for their opportunities were more circumscribed than those of higher management, since if a company needs a financial director, it needs one just as badly if not more so in bad times than in good. Returning to the example of MSI, Mr Long said that the work of the recruitment and advertising side had been higher this month than for some time, across the whole range from graduates to middle management. Firms were beginning to fill gaps they had left empty last year, and were beginning to think about the "milk round" or annual recruiting drive at the universities and polytechnics. On the other hand, outside those firms which had graduate recruitment programmes that they wanted to keep going, he felt that many employers were now looking not so much for graduate entrants so much as men and women who had had a couple of years' experience.

Ross Davies



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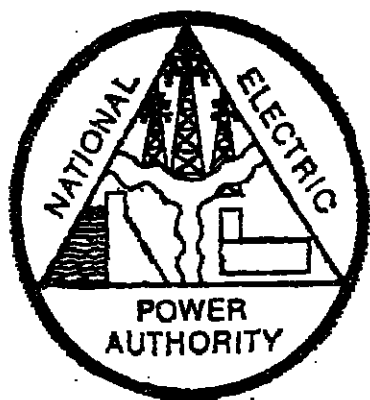
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- (iv) Surveyor
- (v) Architect
- (vi) Accountants/Auditors
- (vii) Systems Analysts/Programmers
- (viii) Senior Executive Officers (Accounts) and Higher Executive Officers (Accounts)
- (ix) Safety Officer

For (i) above, applicants must possess a good university degree in Electrical, Mechanical or Civil Engineering or an equivalent professional qualification registrable with the Council of Registered Engineers of Nigeria.

Candidates for (ii) above must possess the Higher Technician Diploma in Electrical, Mechanical or Civil Engineering, or its equivalent.

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Candidates for the post of Surveyor should possess a good university degree in Surveying or an equivalent professional qualification and must have acquired at least 3 years post qualification relevant experience.

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Candidates for (vi) must possess one of A.C.A., A.C.C.A. and A.C.M.A.

For positions (vii) above, candidates should hold a computer science degree from a recognised university.

In addition, candidates for the post of Systems Analyst must possess extensive programming and systems analysis experience using COBOL and/or FORTRAN in a business environment while candidates for the post of Programmer must be versatile in the use of COBOL and/or FORTRAN and IBM 360/370 DOS Software and be experienced in STRUCTURED or MODULAR programming. Applicants without much experience may be

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Candidates for the post of Senior Executive Officer (Accounts) must possess a good University Degree in Accounting or Parts I-IV of A.C.A., A.C.C.A. or A.C.M.A. with reasonable industrial experience while candidates for the post of Higher Executive Officer (Accounts) must possess Parts I-II of the A.C.A., A.C.C.A., A.C.M.A., A.C.I.S. or Higher National Diploma in Accounting/Business Studies.

Applicants for the post of Safety Officer should possess a good university degree in engineering or business administration plus at least 4 years' post qualification experience, two of which must have been spent in promoting and organising industrial safety in a large organisation.

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METHOD OF APPLICATION:

Applicants in Nigeria can obtain application forms from the Director of Personnel, Electricity Headquarters, 24/25 Marina, Lagos, or any of the Authority's Directors of Operations/Directors of Distribution/District Managers/Undertaking Managers within the country. Applicants in Canada and United States of America can obtain application forms from the offices of the Nigeria High Commission, Canada and Nigerian Embassy in Washington while applicants in the

United Kingdom can obtain application forms from the Resident Engineer, National Electric Power Authority London Office, York House, 199 Westminster Bridge Road, London, S.E.1

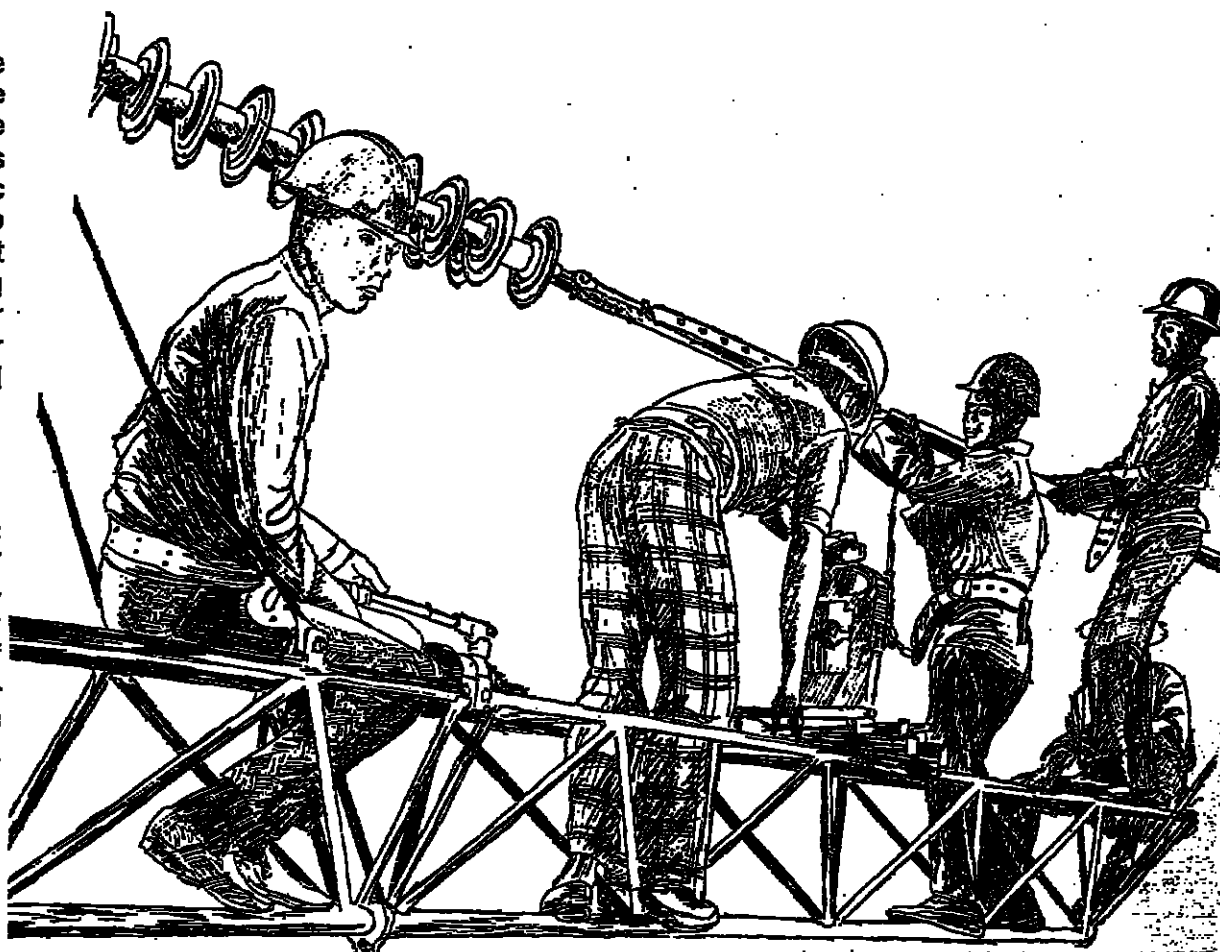
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Focus on recruitment

Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

Snags of working abroad

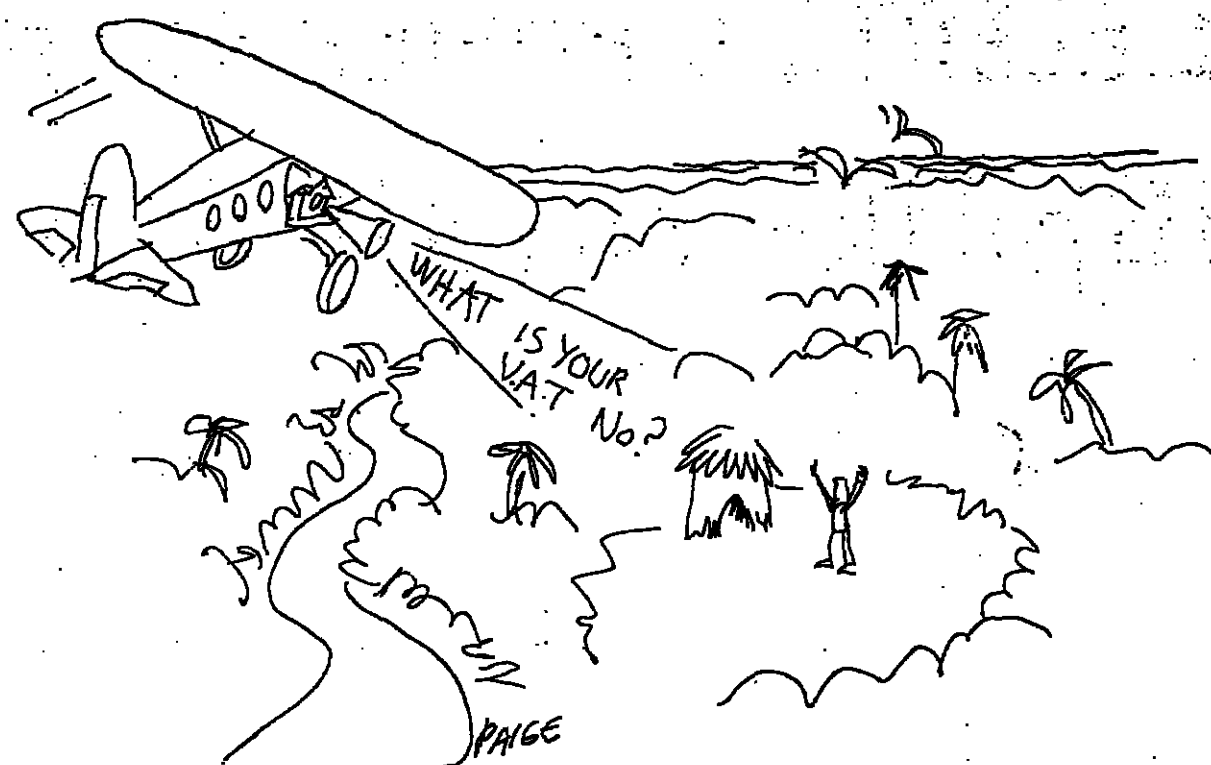
It is fairly fair to say that this year British subjects will be competing for jobs overseas as in any year of colonial expansion. The government's own Professional Register, which now asks for staff from foreign countries, reports that during the past year the number of job seekers registered has nearly doubled.

Mr Long, deputy managing director of MSL International Group, a recruitment consultancy involved in recruitment, says a recent survey for jobs in Canada that attracted 300 replies a few brought in 1,700 inquiries.

management consultant, Mr Egan, describes the quantity of British executives wanting to work overseas as "almost enormous".

He says that the expatriate manager, either with a British or a foreign company, is now commonly regarded as the only way of getting a job outside Europe. He says that the only way of getting a job outside Europe is by being able to save now and then and income control seem to be part of the British way of life.

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Mr Egan says that for anybody contemplating a career in a multinational, which he defines as employing at least 100,000 people, operating in a dozen or more countries and with a turnover of at least £1,000m a year—or even in one of the bigger international companies, some feel for the problems of operating in overseas countries is essential.

It may be the obvious things like understanding that it is impossible to expect a full day's work out of the local staff in Arab countries when they are weakened during the month's fast.

There are less obvious examples: it is no good, for instance, wording memos in French in the blunt, English way when the French expect a more roundabout, even philosophical approach.

This feel for what it is like on the ground overseas is, Mr Egan says, essential not only if a manager is to be effective at a senior level, but also in landing jobs on the way up.

"If I'm looking for a recruit to a multinational company, and he or she hasn't worked abroad before, I have to ask myself, 'Will the man's wife go?' If it's a woman, 'Will her husband go?' How will they behave if mother becomes ill or if their house is burgled while they're away—will the wife be able to cope with housekeeping and shopping in a foreign country?"

If there is evidence that the candidate has lived and worked abroad before and survived, then the presumption is that he or she can do it again, Mr Egan adds.

Against that, he points out, the overseas manager may be less able to keep up with developments in his or her speciality because the trade journals do not reach that far, and he or she will also miss the gossip in the office pub which gives advance warning of new orders or of moves up and down within the hierarchy.

Once overseas, Mr Egan says, there is a theory that it is not wise to stay away from the production centre after the age of 40 or so. Multinationals require people over this age who will work abroad, but the risk is that after

this age one becomes too valuable where one is, and may tend not to be brought back when vacancies occur at head office.

On the other hand, there are risks if the older executive is obliged to come home as when an oil company job is nationalized by the producer country. He may arrive home to find that there is not a job of similar standing available, and with times as they are, there might not be much on offer at another company.

There can be domestic as well as career benefits. Living standards are

generally higher. A multinational can usually provide a larger and more comfortable house than the executive's own. In a developing country there would probably be a servant or servants.

Mr Egan estimates that a young professional should be able to save £2,000 a year in Brussels, and somebody in their mid-30s working in the Gulf should be able to put by as much as three times that amount—something few people can aspire to at home.

Overseas service often lifts the burden of educating children privately, for many multinationals will pay to allow parents to continue their children's education in this country even if a posting is to a place like Brussels where education is available to a British standard and type.

A common arrangement is that the children are allowed at the company's expense to fly out to see their parents twice a year (they usually pick Easter and Christmas) and parents come back once a year, usually at Christmas.

Executives without children often elect to spend their paid leaves not in Britain but in a third country, thus seeing even more of the world.

The disadvantages are usually advantages that do not work out. It is a change to work in Hong Kong rather than in the City, but not if the executive or a wife hates living in a high-rise flat rather than in a suburban house.

If the children do not like the school the firm is paying for them to be in, that makes for trouble. Some people would love to get away from the part of Britain they live in, but what if the people who rent the British home

will not pay their rent, do not look after the place or will not move out when the time comes?

Despite all the pitfalls, it is easier to move overseas with a multinational or big international company, because they are used to looking after their staff.

This is not necessarily the case with smaller, local firms overseas, who are not used to employing high-priced expatriate labour, used to contracts that bring with them four weeks' paid home leave and accommodation of European standard.

There are horror stories about employers impounding passports to stop expatriates claiming their home leave, of jobs and of accommodation that was not all it was cracked up to be. Nevertheless, says Mr Egan, jobs with local companies can be rewarding and there are precautions that a would-be expatriate can take.

He suggests that you research an employer, trying to find out credit rating and standing in his country. This can be done in Britain, either through the requisite British embassy or through a British-based international bank with local operations.

"Ask for photographs of the accommodation offered, and see that the contract describes fully the job, the pay, and leave", is Mr Egan's advice. The checking often takes a long time, and offers have sometimes to be accepted quickly, but he recommends "don't be dazzled by a tremendously generous offer".

Ross Davies

This gentleman is a map of where one of our overseas chaps has buried his earnings.



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- 2 (a) Degree in Business/Humanities.
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(c) Chartered Institute of Secretaries and Administrators.
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(b) B.Sc. Chemistry with further training/specialization in Wood Science.
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Applications, which should be received on or before the 31st January, 1977, should be addressed in sealed envelopes to:

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in right-hand drive responsive and having the right amount of feel. The brakes, too, have a sure progressive action.

Ride is on the firm side and bumps and potholes are felt rather more than might be expected in the luxury car. The seats are also firm, deliberately so. Mercedes experts maintain that they give better support over a long run. I suppose, like many aspects of a car, it comes down in the end to personal taste. The most noticeable noise is from the road; the engine is fairly quiet without matching the

The car has ample room for back seat passengers and a rear door. Almost everything possible has been done to help visibility, an important safety factor, with a large window area, special gutters to keep rain and dirt off the side windows, and rear lights which are ribbed so that dirt cannot collect on them.

These small points are typical of the thoroughness that pervades the whole car. You can understand this when you admit that Mercedes does not like arguing that it lacks character. But I think the character of the vehicle lies in its overall quality and for doing

most things extremely well I award the Mercedes the highest marks. At last the X1/9—14pc 334

At last the X1/9

The Fiat X1/9 mid-engine sports car was first described in this column just over four years ago: it finally went on sale in Britain this week. I suppose the prospect of a high price hindering sales of a model having to be specially made in right-hand drive form dissuaded us from bringing it to the attention of our readers. Incidentally, we speculated on a British price of about £2,000. It will actually cost £2,998.

That may seem a lot for a car of only 1,290cc, although the engine is said to give a lively 0-60 mph acceleration in about 10 seconds and a top speed of 105 mph. Mechanically, the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients.

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That may seem a lot for a car of only 1,290cc, although the engine is said to generate a lively 0-to-60 mph acceleration in about 10 seconds and a top speed of 120 mph. Presumably, the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients. The main difference is that the overhead camshaft engine is mounted crosswise just behind the seats and drives the rear instead of the front wheels.

It is the only mid-engine sports car in mass production, and its Bertone-styled bodyshell can claim to have anticipated the present fashion for wedge shapes. The X1/9, in fact, is not unlike the Triumph TR7, though the latter is a little more in general appearance, and, like the British car, is a two-door two-seater.

But while the TR7 (so far, at least) is a "fixed head", the Fiat roof can be detached and stowed in the luggage boot under the front bonnet. The rear window, however, is a permanent fixture and is provided with a sunroof bar means that the joys of open-car motoring can be combined with a measure of comfort and safety.

To complete the comparison, the TR7 is nine inches longer, its 2-litre engine gives better acceleration and top speed and its cost £3,300. The main export market for both cars is the United States, where the Fiat has sold more than 44,000 and the Triumph in 1976, its first full year, sold 15,690.

Donner Weymann

most things extremely well I award the Mercedes the highest marks. At last the XI/9—14hp 334

At last the XI/9

The Fiat XI/9 mid-engine sports car was first described in this column just over four years ago: it finally went on sale in Britain this week. I suppose the prospect of a high price limiting sales of a model having to be specially made in right-hand drive form dissuaded Fiat from bringing it here earlier. In December, 1972, incidentally, we speculated on a British price of about £2,000. It will actually cost £2,998.

That may seem a lot for a car of only 1,290cc, although the engine is said to give a lively 100-0 mph acceleration in about 10 seconds and a top speed of 105 mph. Mechanically, the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients. The main difference is that the overhead camshaft engine is mounted crosswise just behind the seats and drives the rear instead of the front wheels.

It is the only mid-engine sports car in mass production, and its Bertone-styled bodysell can claim to have anticipated the present fashion for wedge shapes. The XI/9, in fact, is not unlike the Triumph TR7, that purser of all wedges, in its general appearance, and, like the British car, is a two-door two-seater.

But while the TR7 (so far, at least) is a 'fixed head', the Fiat roof can be detatched and stored in the luggage boot under the front bonnet. The rear window, however, is a permanent fixture, and the provision of a roll-over bar means that the joys of open-car motoring can be combined with a measure of comfort and safety.

To complete the comparison, the TR7 is nine inches longer, its 2-litre engine gives better acceleration and top speed, and its costs £3,335. The main export market for both cars is the United States, where the Fiat has sold more than 44,000 and the Triumph in 1976, its first full year, sold 15,690.

Peter Waymark

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That may seem a lot for a car of only 1,290cc, although the engine is said to give a lively 0-to-60 mph acceleration in about 10 seconds and a top speed of 105 mph. Mechanically the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients. The main difference is that the overhead camshaft engine is mounted crosswise just behind the seats and drives the rear instead of the front wheels.

Like the only mid-engine sports car in mass production, and its Bertone-styled bodyshell can claim to have anticipated the present fashion for wedge shapes. The X1/9, in fact, is not unlike the Triumph TR7, that purser of all wedges, in its general appearance, and, like the British car, it is a two-door two-seater.

But unlike the TR7 (so far, at least) is a "fixed head", the Fiat roof can be detached and stowed in the luggage boot under the front bonnet. The rear window, however, is a permanent fixture, and the provision of a roll-over bar means that the joys of open-air motoring can be combined with a measure of comfort and safety.

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Peter Waymark

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ATV

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That may seem a lot for a car of only 1,290cc, although the engine is said to give a Vireo 0-60 mph acceleration in about 10 seconds and a top speed of 105 mph. Mechanically, the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients. The main difference is that the overhead camshaft engine is mounted crosswise just behind the seats and drives the rear instead of the front wheels.

It is the only mid-engine sports car in mass production, and its Bertone-styled bodyspell can claim to have anticipated the present fashion for wedge shapes. The X1/9, in fact, is not unlike the 1960s American muscle purser of all wedges, in its general appearance, and, like the British car, is a two-door two-seater.

But while the TR7 (so far, at least) is a "fixed head", the Fiat roof can be detached and stowed in the luggage compartment of the front boot. The rear window, however, is a permanent fixture, and the provision of a roll-over bar means that the joys of open car motoring can be combined with a measure of comfort and safety.

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At last the X1/9

The Fiat X1/9 mid-engine sports car was first described in this column just over four years ago: it finally went on sale in Britain this week. I suppose the prospect of a high price limiting sales of a model having to be specially made in right-hand drive form dissuaded Fiat from bringing it here earlier. In December, 1972, initially, the car was on offer at a British price of about £2,000. It will actually cost £2,998.

That may seem a lot for a car of only 1,290cc, although the engine is said to give a lively 0-to-60 mph acceleration in about 10 seconds and a top speed of 105 mph. Mechanically, the car is based on the Fiat 128, a demonstration of how different cakes can be baked from similar ingredients. The main difference is that the overhead camshaft engine is mounted crosswise just behind the seats and drives the rear instead of the front wheels.

Like the only mid-engine sports car in mass production, and its Bertone-styled bodyshell can claim to have anticipated the present fashion for wedge shapes. The X1/9, in fact, is not unlike the Triumph TR7, that purser of all wedges, in its general appearance, and, like the British car, is a two-door two-seater.

But while the TR7 (so far, at least) is a "fixed head", the Fiat roof can be detached and stowed in the luggage boot under the front bonnet. The rear window, however, is a permanent fixture, and the provision of a roll-over bar means that the joys of open-car motoring can be combined with a measure of comfort and safety.

To complete the comparison, the TR7 is nine inches longer, its 2-litre engine gives better acceleration and top speed, and its costs £3,335. The main export market for both cars is the United States, where the Fiat has sold more than 44,000 and the Triumph in 1976, its first full year, sold 15,690.

Peter Waymark

the Key to the Universe

the past year in knowledge
in BC: The Archaeology of
ed in Wildlife on One
x and Pop Awards (ITV)
quintous Elton John.—T.S.

ATV

12.00, Thames. 1.20 pm, ATV News. 1.30, Thames. 4.20, Film. Bar 20 Justice. 5.45, News. 6.00, ATV Today. 6.35, Crossroads. 6.45, Today's 7.00, Get Set. 7.30, Cartoon. 7.35, Film. Death Cruise, with Richard Long, Polly Bergen. 8.00, Thames. 8.40, 9.00, The British Rock and Pop Awards 1976. 11.30 Barista. 12.00, Rowland Moss.

Southern

12.00, Thames. 1.20 pm, Thames. 1.30, Thames. 2.00, Women Only. 2.25, Thames. 4.20, Space 1999. 5.15, Betty Boop. 5.20, Crossroads. 5.45, News. 6.00, Day Six. 6.35, University Challenge. 7.05, ATV. 7.35, Sale of the Century. 8.05, Streets of San Francisco. 9.30, 10.00, The British Rock and Pop Awards 1976. 11.40, Adnan. 12.10 am, Weather. Canon Collins.

Border

12.00, Thames. 1.40 pm, Border News. 2.10, Thames. 5.15, Happy Days. 6.00, News. 6.35, The News. 7.00, Thames. 7.10, Border News.

12.30, Music in Question. 8.00, Festival Hall, concert part 1: 8.00, News. 8.05, The Beatles. 8.20, Concert part 2: 8.20, News. 8.25, The Beatles. 8.30, News. 8.35, The Beatles. 8.40, News. 8.45, The Beatles. 8.50, News. 8.55, The Beatles. 9.00, News. 9.05, The Beatles. 9.10, News. 9.15, The Beatles. 9.20, News. 9.25, The Beatles. 9.30, News. 9.35, The Beatles. 9.40, News. 9.45, The Beatles. 9.50, News. 9.55, The Beatles. 10.00, News. 10.05, The Beatles. 10.10, News. 10.15, The Beatles. 10.20, News. 10.25, The Beatles. 10.30, News. 10.35, The Beatles. 10.40, News. 10.45, The Beatles. 10.50, News. 10.55, The Beatles. 11.00, News. 11.05, The Beatles. 11.10, News. 11.15, The Beatles. 11.20, News. 11.25, The Beatles. 11.30, News. 11.35, The Beatles. 11.40, News. 11.45, The Beatles. 11.50, News. 11.55, The Beatles. 12.00, News. 12.05, The Beatles. 12.10, News. 12.15, The Beatles. 12.20, News. 12.25, The Beatles. 12.30, News. 12.35, The Beatles. 12.40, News. 12.45, The Beatles. 12.50, News. 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